HAPPY NEW YEAR

Serving more than 70,000 Teamsters & their families

NORTHERN CALIFORNIA

TEAMSTER

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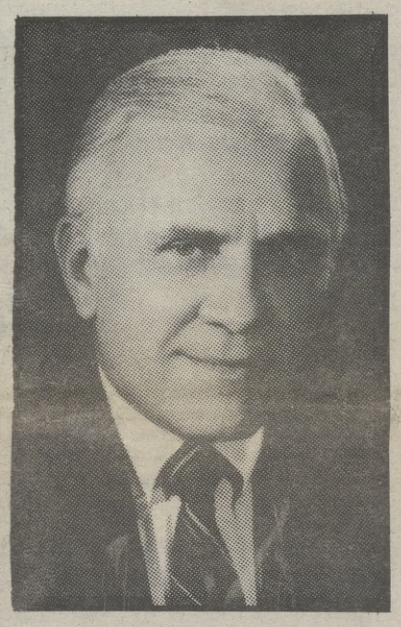
Four hats in ring

Candidates for IBT president lining up

Ron Carey

Louis D. Riga



Walter J. Shea

The November 1990 issue of the *Northern California Teamster* carried a photograph of IBT Vice President R.V. Durham, who has announced his candidacy to replace outgoing General President William McCarthy.

McCarthy said personal reasons were behind his decision not to seek another term as general president. He announced his decision last October.

In the spirit of objectivity and fair play that has characterized the *Teamster* since its inception, we are this month carrying the photographs and brief biographical descriptions of the three other announced candidates for general president.

They are (pictured above left to right) Ron Carey, Louis D. Riga and Walter J. Shea.

Carey has served as president of Teamsters Local 804 in Long Island City, N.Y. for 23 years. He has been a member of the Teamsters Union for 34 years. A former driver for United Parcel Service, he has received the endorsement of the Teamsters for a Democratic Union.

Riga, secretary-treasurer of Teamsters Local 576 in San Jose, Calif. announced his candidacy during a news conference in New York City last October. He has been a member of the Teamsters Union for 37 years and an elected officer for 25 years.

Shea has been a member of the Teamsters Union since 1958 and an IBT vice president since 1982. He has served as an assistant to general presidents since Jimmy Hoffa until last November, when he was terminated by McCarthy.

Durham is a 36-year Teamster veteran and he has been an elected officer of Local 391 in Greensboro, North Carolina for 26 years. He is the IBT director of Safety and Health, was named an international vice president in January 1989 and director of the Freight Division in April 1990.

Impressive turnout for the Aloise-Labor Party affair

JOINT COUNCIL 7 Vice President Vince Aloise addresses audience during Labor Party dinner honoring his 44 years of service to the Teamsters Union.

Six hundred people, including a virtual "who's who" of International Brotherhood of Teamsters officials and local political figures, turned out for the Bay Area Union Labor Party's annual Leadership Event on Dec. 6 to honor the Labor contributions of Joint Council 7 Vice President Vince Aloise.

Recognized along with Aloise was J.B. Martin, area director of Local 1305 of the Automotive Machinists Union. Host and master of ceremonies for the event was Bob Morales, Joint Council 7 trustee, secretary-treasurer of Local 350 in San Francisco and president of the Bay Area Union Labor Party.

The dinner was held at the Fairmont Hotel in San Francisco.

Roll call

The impressive roster of attendees included Weldon Mathis, IBT general secretary-treasurer; Arnie Weinmeister, IBT vice president and director of the Western Conference of Teamsters; Michael Riley, IBT vice president and president of Joint Council 42 in Southern California; Edward Lawson, IBT vice president from British Columbia; Don West, IBT vice president from Birmingham, Alabama; Ben Leal, IBT and Joint Council 7 trustee and secretary-treasurer of Local 856 in San Francisco; Chuck Mack, IBT representative, president of Joint Council 7 and secretary-treasurer of Local 70 in Oakland; Jim Herman, international president of the In-

ALOISE, Page 2

Bob Morales chosen for prestigious King award

The Martin Luther King, Jr. Civic Committee has announced that Bob Morales, Joint Council 7 trustee and secretary-treasurer of Local 350 in San Francisco, has been chosen as this year's recipient of its Distinguished Service Award.

Morales' many years of dedicated service on behalf of working men and women will be recognized during an awards ceremony on January 21, 1991. The Martin Luther King, Jr. Labor/Community Breakfast will be held at the Cathedral Hill Hotel in San Francisco.

Morales serves on a number of

MORALES, Page 2

U.S. strike laws lag

WASHINGTON, D.C. (TNS) —In allowing companies to hire permanent replacements during lawful strikes, American labor law is out of step with most of the world.

In Belgium, an employer cannot dismiss workers for striking whether or not the strike is called or approved by the labor union.

REPLACE, Page 2

ATTENTION

This issue contains Notices of several Locals for the nomination and election of delegates and alternate delegates for the 1991 International Brotherhood of Teamsters convention in Orlando, Florida.

The elections of delegates and alternates are being conducted pursuant to special rules put into effect by Elections Officer Michael H. Holland under the RICO consent decree.

Please turn your attention to pages 3, 5, 7, 8 and insert to see if Notices pertaining to your Local are printed in this issue. "Election only" notices appear in the insert.

Union Labor Party's big night on town a smash

JOINT COUNCIL 7 President Chuck Mack (left) and Trustee Bob Morales (right) join in standing ovation for Dianne Feinstein (center). Feinstein thanked the Teamsters for their help during her recent gubernatorial campaign.

DORIS WARD, president-elect of the San Francisco Board of Supervisors (at podium) after awarding Aloise with a Certificate of Honor from the Board. Supervisor Angela Alioto (right) applauds.

HONORED ALONG WITH Aloise was J.B. Martin (left), joined by San Francisco Mayor Art Agnos and George Kourpias, international president of the International Association of Machinists and Aerospace workers. *—Photo by John Ravnik*

BOB MORALES displays Bay Area Union Labor Party Award while Aloise looks on. Aloise also received certificates from the U.S. House of Representatives, the state Assembly, the City of San Francisco and the San Francisco Board of Supervisors.

Aloise
(from Page 1)

ternational Longshoremen's & Warehousemen's Union; John Henning, executive secretary of the California Labor Federation, AFL-CIO; and Walter Johnson, secretary-treasurer of the San Francisco Central Labor Council.

Representing the Machinists Union was George Kourpias, international president of the International Association of Machinists and Aerospace Workers.

Officeholders on hand

Elected officials in attendance included Congresswomen Barbara Boxer and Nancy Pelosi, Insurance Commissioner-elect John Garamendi, former San Francisco mayor and Democratic gubernatorial candidate Dianne Feinstein, and state Assemblywoman Jackie Speier.

San Francisco officials in attendance included Mayor Art Agnos, Deputy Mayor Claude Everhart, District Attorney Arlo Smith, City Attorney Louise Renne, City Treasurer Mary Callanan, Board of Supervisors President-elect Doris Ward, Supervisors Angela Alioto, Nancy Walker, Willie Kennedy, Jim Gonzalez, Supervisor-elect Kevin Shelly; and members of the Community College Board and the Board of Education.

San Mateo County Supervisor Tom Nolan was also on hand.

Honors awarded

Honorees Aloise and Martin were awarded proclamations of merit from the state Assembly (delivered by Assemblywoman Jackie Speier); the City of San Francisco (delivered by Deputy Mayor Claude Everhart); the San Francisco Board of Supervisors (delivered by Supervisor Doris Ward with all other city officials on hand called to the stage to assist); and the Bay Area Union Labor Party (delivered by Bob Morales).

Representatives Boxer and Pelosi also honored the pair with House resolutions that will become official when the House reconvenes.

Appreciation expressed

Diners were serenaded with music by the Sal Carson Orchestra. In the talks that followed, many of the elected representatives present thanked the Teamsters for the Union's generous financial assistance during this year's general election.

"You were superb and we look forward to working with you," said Garamendi.

Feinstein, whose introduction by Chuck Mack prompted a standing ovation from the audience, agreed.

"I want to let you know that from the bottom of my heart, thank you very much," she said.

The former San Francisco mayor revealed that rank-and-file members from virtually every trade union in the state provided a constant stream of checks during the campaign in amounts ranging from $50 to $300.

During her address, Feinstein reiterated support for moving the election from the first Tuesday of the month to Saturdays and Sundays, thereby providing all with more time to vote.

She also urged the Democrats to challenge the Republicans for absentee voters, whose ballots spelled doom for Democrats who appeared to be victorious just after November's election.

Keynote talk

Keynote speaker Weldon Mathis issued a stirring call for a return to old-fashioned liberal Union values, which he said could provide a potent cure in the battle waged against ills currently plaguing Organized Labor.

Those ills include trucking deregulation, which Mathis said has cost the Teamsters Union and the country an estimated 230,000 of the "best-paying blue collar jobs in the United States."

Other forms of deregulation have lightened Union members' pocketbooks as well, Mathis said, especially the loosening of controls regulating the savings and loan industry.

"They could hardly wait for deregulation so the looting could begin," he said.

Mathis added that President Bush's whitewashing of his son Neil's role in the savings and loan scandal was akin to throwing gasoline on an already-raging fire.

"Is it any wonder the greedy bastards are trying to steal everything that's not nailed down when the president is cheering them on?" he asked.

Mathis assured the audience that Teamster support of Bush and other conservatives who put the interests of Big Business ahead of those of the workers is a thing of the past.

"That kind of stupidity will never happen again" he said to thunderous applause.

Labor Party's purpose

The Bay Area Union Labor Party is a Labor organization created to promote the education of Union members in economic and political matters and to secure the unity of political action among them.

The Party was also formed to support candidates in local and state elections. It does not contribute to candidates for federal offices.

LOOK FOR THE UNION LABEL

THE JOB YOU SAVE COULD BE YOUR OWN!

Replace
(from Page 1)

French law is one of the strongest. It does not allow the firing of workers during or because of a strike. The French labor code not only forbids the use of temporary replacements during a strike, it also forbids an employer from using temporary workers hired before a strike as replacements for permanent employees.

The right to strike in Greece is guaranteed by the Constitution of 1975, and a 1982 Greek law says: "During a legal strike, the hiring of strikebreakers is prohibited."

In Italy, the strike is legally recognized under the constitution, and employers cannot dismiss strikers or permanently hire other workers to replace them.

Under Japanese law, it's unlawful for an employer to discharge a striking employee.

In Germany, the dismissal of striking workers is not specifically outlawed by statute, but such practices are considered illegal. The Quebec Labour Code expressly prohibits employers from hiring replacement workers during a lawful strike. Ontario's labor law gives striking workers a guarantee of reinstatement for a period of six months from the beginning of a lawful strike.

Even British labor law, while not as strongly pro-worker as other European countries, is better than American labor law.

—From the United Auto Workers' *Ammo*.

Morales
(from Page 1)

community organizations, including the Private Industry Council, the San Francisco Film and Video Arts Commission, the "911 Task Force" investigating emergency response in San Francisco and also as president of the City College Foundation.

Morales, who was extremely active securing aid and provisions for victims of the Loma Prieta earthquake, was recently appointed to the San Francisco Disaster Council by Mayor Art Agnos.

For more information about the breakfast, contact Geraldine Johnson, co-chair and program coordinator, at (415) 621-6485 or Maxine Howard (415) 567-5116.

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GENERAL RULES RELATING TO THE NOTICE OF NOMINATIONS AND ELECTION OF DELEGATES AND ALTERNATES TO THE IBT CONVENTION

GENERAL RULES RELATING TO THE NOTICE OF NOMINATIONS AND ELECTION OF DELEGATES AND ALTERNATES TO THE IBT CONVENTION

Notices of nomination meetings and election dates for election of Teamsters Convention for Locals 70, 78, 85, 216, 226, 278, 287, 302, 315, 350, 432, 484, 490, 576, 588, 624, 665, 853, 856, 860, 890, 896 and 921, appear on this and succeeding pages. There is a substantial amount of common information to be given in the notices. Rather than repeat this information in each Local's notice separately, the information which is identical for all Locals is printed at this point as part of the General Rules which are applicable to all the separate Local Notices which follow as though they were set out in full in each Local Notice.

Notice of Nominations of Delegates and Alternates

The following Rules apply to all nominations of Delegates and Alternates to the 1991 International Brotherhood of Teamsters Convention:

(1) A member may be nominated and seconded orally from the floor by members in good standing other than the nominee. Any member may also be nominated or seconded in writing by members in good standing unable to attend the nominations meeting if:

(a) Such member is unable to attend the nominations meeting(s) in person due to his/her work or vacation schedule, illness, injury, obligation to serve jury duty or fulfill military obligations; or,

(b) Such member lives and works more than thirty-five (35) miles from the relevant nominations meeting site.

(2) The written nomination or second must be submitted to the Local Union Secretary-Treasurer at least one (1) day prior to the nominations meeting, and should state:

(a) Whether it is a nomination or a second;

(b) The name of the member being nominated or seconded:

(c) Whether the nomination is for delegate or alternate;

(d) And, it shall be signed by the member submitting the nomination or second with his/her Social Security number and the reason(s) the member is unable to attend the meeting.

(3) To be eligible to nominate or second, a member must have paid dues through the month prior to the month of the nominating meeting. See your Local Notice for the specific date. Seasonal workers in the seasonal food industry who have been: (1) in regular employment during some period of the twelve (12) months prior to the election; and, (2) produce satisfactory evidence that their dues were paid up through the last month of employment, shall be eligible to nominate and vote.

(4) No member may accept nominations for more than one delegate or alternate position.

(5) Any member in good standing can nominate more than one candidate or second the nomination of more than one candidate.

(6) More than one member in good standing may nominate any candidate or second the nomination of any candidate.

(7) *No meeting attendance requirement shall be enforced as a condition of eligibility to run for a delegate or alternate position.*

(8) To be eligible to run for delegate or alternate, one must:

(a) Be a member in continuous good standing of the Local Union, with one's dues paid to the Local for a period of twenty-four (24) consecutive months prior to the month of nomination of said position with no interruptions in active membership due to suspensions, expulsions, withdrawals, transfers for failure to pay fines or assessments;

(b) Be employed at the craft within the jurisdiction of the Local for a period of twenty-four (24) consecutive months prior to the month of nomination.

(c) For other factors relating to eligibility, please refer to Article VI of the Election Rules and Articles II and XVIII of the IBT Constitution.

(9) The member must accept the nomination at the time made either in person, or, if absent, in writing.

It is strongly recommended that each prospective nominee, nominator and seconder, request verification of his/her eligibility to run, second, and nominate. This request should be made in writing to Michael H. Holland, Election Officer, prior to the nomination meeting at the address below. The expense of sending the delegates (and alternates if applicable) to the 1991 International Brotherhood of Teamsters Convention will be paid by the Local Union.

Notice of Election of Delegates and Alternates

Depending on the method of voting that your Local Union chooses, the following rules shall apply. See your Local Union Notice of Election for details.

In-Person Voting

In all elections where in-person voting is conducted, the following rules apply:

(1) The Election Officer will supervise all phases of voting which includes providing a standard type of election mechanical device and the preparation, maintenance and counting of ballots.

(2) To vote, a member:

(a) Must have paid dues through the month prior to the month in which the election is held. See your Local Union Notice of Election for the specific date; and,

(b) Must present his/her membership card, dues payment receipt or other form of documentation sufficient to insure identification.

(3) Any member who is eligible to vote and who desires to vote by absentee ballot shall be permitted to do so if:

(a) Such member is unable to vote in person on election day during voting hours due to his/her work or vacation schedule, illness, injury, or obligation to serve jury duty or fulfill military obligations;

(b) Such member lives and works more than thirty-five (35) miles from the polling place.

Any additional reasons for which absentee voting is permitted by a particular Local Union are stated in the separate Notice for each Local that appears in this issue of the Northern California Teamster.

(4) For absentee voting, the following rule shall apply:

(a) Each eligible member who desires to vote by absentee ballot shall request such ballot, stating the reason(s) for such request, in writing, from the Regional Coordinator, Don Twohey, at the address below. Such requests shall be hand delivered or, if sent by mail, postmarked not less than five (5) days prior to the election.

Mail Ballot Voting

Rules and information covering mail referendum elections for those Locals using mail ballots are stated in the separate Notice of the particular Local.

For additional information relating to the nomination or election process, please contact:

Michael H. Holland
Election Officer

International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C. 20001
Tele: 1-800-828-6496

Don Twohey
Regional Coordinator
3231 Quandt Road
Lafayette, California 94549
Tele: 415-283-1637

Your Local Union Officer whose name and address appears in your Local's Notice of Nominations and Election

REGLAS GENERALES RELACIONADAS A LAS NOTIFICACIONES Y ELECCIONES DE DELEGADOS Y DELEGADOS SUPLENTES PARA LA CONVENCION DEL LA IBT

Las notificaciones de las reuniones de nominaciones y las fechas de las elecciones de delegados y delegados suplentes para la Convención del International Brotherhood of Teamsters de 1991 para los sindicatos locales afiliados al Consejo Colectivo Siete (Locales Número 70, 78, 85, 216, 226, 278, 287, 302, 315, 350, 432, 484, 490, 576, 588, 624, 665, 853, 856, 860, 890,896 y 921) aparecen en esta página y las siguientes. Hay una importante cantidad de información común para ser entregada en las notificaciones. En lugar de repetir esta información en cada notificación del Local, separadamente, la información que es idéntica para todos los locales, está impresa aqui como parte de las Reglas Generales, las cuales son aplicables a todos las notificaciones de cada local, separadamente, que se siguen como si estuvieran dispuestas por completo en cada Notificación Local.

Notificación De Las Nominaciones De Delegados Y Delegados Suplentes

Las reglas siguientes se aplican a todos las nominaciones de delegados y delegados suplentes para la convención del International Brotherhood of Teamsters:

(1) Un miembro puede ser nominado y las mociones de apoyo pueden ser presentadas en forma verbal durante la asamblea en pleno por otros miembros solventes, con excepción de aquella que ha sido nominada. Cualquier miembro también puede ser nominado o apoyado por escrito por miembros solventes, a quienes se le hacen imposible atender al la reunión de nominaciones si:

(a) Este miembro se le hace imposible atender la(s) reunión(es) de nominaciones en persona, debido a su horario de trabajo o sus vacaciones, enfermedad, lesiones, o su obligación de servir en un jurado, o, cumplimiento con sus obligaciones de servicio militar; o,

(b) El sitio de residencia o trabajo del miembro queda a mas de trienta y cinco (35) millas de distancia del sitio de votación.

(2) La nominación o apoyo de una nominación por escrito debe ser entregada al Secretario-Tesorero del Sindicato Local por lo menos con un (1) día de antelación a la reunión donde se efectúan las nominaciones, y debe indicar:

(a) Si es una nominación o un apoyo de una nominación;

(b) El nombre del miembro que está nominado o apoyando;

(c) Si la nominación es para un delegado o para un delegado suplente;

(d) Y, debe ser firmado por el miembro entregando la nominación o apoyo, incluyendo su número de seguro social y la(s) razón(es) por la cual el miembro no puede atender a la reunión.

(3) Para poder ejercer el derecho de nominar o de apoyar la nominación de cualquier persona, un miembro debe estar al día con sus pagos de las cuota suales hasta (escriba el mes). Vea su notificación Local para la fecha específica. Trabajadores estacionales en la industria de comestibles estacionales que han estado (1) en empleo regular durante algún período de los doce meses antes de la elección; y (2) presentan indicios satisfactorios de que sus cuotas mensuales han sido pagadas hasta el último mes de empleo, pueden ejercer el derecho de nominar o de apoyar.

(4) Ningún miembro puede aceptar nominaciones para más de un cargo de delegado or delegado suplente.

(5) Cualquier miembro solvente puede nominar más de un candidato o apoyar la nominación de más de un candidato.

(6) Más de un miembro solvente puede nominar cualquier candidato o apoyar la nominación de cualquier candidato.

(7) *No se exigirá como requisito de elegibilidad la asistencia a una reunión como condición previa para postularse a un cargo de delegado o delegado suplente.*

(8) Un miembro es elegible a postularse al cargo de delegado o delegado suplente, si:

a) Es miembro solvente ininterrumpidamente del Sindicato Local, está al día con sus pagos de las cuotas mensuales al Sindicato Local por un periodo de veinticuatro (24) meses consecutivos antes del mes de las nominaciones del cargo, sin ningunas interrupciones en su calidad de ser miembro activo, debido a suspensiones, expulsiones, retiros, transferencias o la falta de pagos de multas o tarifas;

(b) Se dedica a un oficio que esta dentro de la jurisdicción del Sindicato Local por un período de veinticuatro (24) meses consecutivos antes del mes de la nominación; y

(c) Para otros factores que están relacionados con la elegibilidad, por favor refiérase al Artículo VI de las Reglas de Elección, y al Artículo II y Artículo XVIII de la Constitución de la IBT.

(9) El miembro debe aceptar en persona la nominación en el momento en que se hizo, o, si estaba ausente, aceptar por escrito.

Se le recomienda fuertemente a cada miembro que pretenda hacer una nominacion o apoyar una nominación, o' a postularse como candidato, solicite una verificación de su carácter de elegibilidad a ejercer tal derecho. Esta solicitud debe hacerse por escrito a Michael H. Holland, Funcionario de Elecciones, a la dirección señalada abajo, antes de la reunión de las nominaciones de los delegados y los delegados suplentes. Los gastos de mandar los delegados (y los delegados suplentes, si asi fuera el caso) a la Convención de la IBT serán pagados por el Sindicato Local.

Notificación De Elección De Delegados Y Deleqados Suplentes

Dependiendo del método de votación que su Local escoge, las reglas siguientes se ponen en vigor. Vea su notificación Local para los detalles.

Votación En Persona

En todas las elecciones donde la votación en persona se está conduciendo, las reglas siguientes se ponen en vigor:

(1) El Funcionario Encargado de las Elecciones supervisará todas las fases del proceso de votación, las cuales incluyen el proveer un dispositivo mecánico de elección tipo estandar, la preparación, mantenimiento y escrutinio de las boletas de votacion.

Para votar, un miembro:

(a) Debe estar al día con sus pagos de las cuotas mensuales hasta (escriba el mes). Las cuotas mensuales que no han sido pagadas deben ser pagadas antes del (escriba la fecha y hora), en el (escriba el lugar); y,

(b) Debe mostrar su tarjeta de miembro, el recibo de pago de las cuotas mensuales u otro tipo de documento adecuado para verificar su identidad.

(3) A cualquier miembro con derecho al voto quién desee votar utilizando la boleta de votación por ausentismo, le será permitido hacerlo si:

(a) Se le hace imposible al miembro votar en persona el día de la elección, durante las horas indicadas para votar, debido a su horario de trabajo o sus vacaciones, enfermedad, lesiones, o su obligación de servir en un jurado, o cumplir sus obligaciones de servicio militar;

(b) El sitio de residencia o trabajo de miembro queda a más de treinta y cinco (35) millas de distancia del sitio de votación; o,

(c) (escriba todas las razones que el Sindicato Local ha permitido para la votación por ausentismo en cualquiera de las dos últimas elecciones).

(4) Para usar la opción de votación por ausentismo, se aplicará la siguiente regla:

(a) Cada miembro con derecho al voto guien desea utilizar la boleta de votación por ausentismo. le solicitara la boleta de votación al Coordinador Regional, Mr. Don Twohey, 3231 Quandt Road, Lafayette, California 94549; tele: 415-283-1637; indicando por escrito la(s) razón(es) por la cual se hace esta solicitud, y enviando la solicitud a esa dirección. Estas solicitudes serán entregadas a mano o, si son enviada por correo, deben exhibir un matasellos postal con una fecha de por lo menos cinco días de anterioridad a la fecha cuando se celebra la elección.

REGLAS GENERALES, Pagina 5

Editorial

Bush's latest trade kick means jobs—for Mexico

George Bush is neck deep in the hostile sands of the Middle East, but his mind is still cruising the world. He's got a thing on Mexico.

George has been weak brained of late, as when he said Saddam Hussein is worse than Adolph Hitler.

Rattled or not, he knows who butters Republican bread. Despite the demands of war planning, he has found time to propose government's most scandalous enrichment of corporate coffers since Teapot Dome and Warren Harding.

It's a different sort of larceny. It's the United States-Mexico free trade agreement now before Congress.

It could mean the theft of millions of American jobs as U.S. companies transfer production to utilize impoverished Mexican workers. A corporate gold mine.

Under present trade regulations, there are already 1,700 U.S.-owned plants employing about 450,000 workers below the borders of California, Arizona, New Mexico and Texas. Mexicans are employed at wages under one dollar an hour, producing goods almost exclusively for American markets.

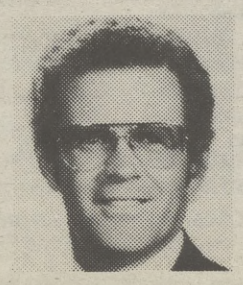
The U.S. firms are hardly marginal, among them being such titans as General Electric, General Motors, Westinghouse, Johnson and Johnson, Zenith, and Pepsi Cola.

Agreement benefits will never flow to Mexican workers, since their pitifully low wages must be maintained to attract U.S. companies.

The national AFL-CIO Executive Council has declared that the problems of poverty and economic development in Mexico and the United States are too critical to be left to private capital. Hear! Hear!

The mal-distribution of wealth and property in Mexico requires a global look from United Nations bodies designed for that purpose. The ravishing of American jobs is not the solution.

by Jack Henning
Executive Secretary-Treasurer
California Labor Federation,
AFL-CIO



President's Report

by Chuck Mack

President, Joint Council 7

New Year's resolutions for those on the go

Traditionally, the start of the new year is the time when people wishing to change some aspect of their lives try to do so by setting a New Year's Resolution.

Many of those who intended to do so this year may have been sidetracked by a hectic holiday season or countless other reasons.

Therefore, as a public service, the *Northern California Teamster* is supplying a list of resolutions for its readers.

Please repeat. This year . . .

- I promise to lose (indicate amount here) pounds.

- I promise to (circle appropriate responses)
  a. quit smoking
  b. quit drinking
  c. exercise more
  d. save more money
  e. move

- I promisie to register to vote and participate in whatever elections are held. Furthermore, I promise to continue this practice for the rest of my life. An alarming number of Union members are not registered to vote. Yet, decisions are made by elected officials everyday that directly affect the amount of money you bring home each week. Therefore, if you don't vote, quit complaining about what happens in Sacramento or Washington D.C.

- I promise to become a more active member of my Local Union. Unions are just like other bodies run by elected officials. They work best when their members participate and stay informed.

- I promise to read my Union newspaper and urge others to do the same. Your Union newspaper is a valuable source of information about local events relating to your Union. It also provides recommendations during elections and a monthly bulletin board that lists meeting and election dates. From here on out, don't try to say you didn't participate in a meeting or an election because no one told you about it.

Buy American or Bye America

As inconceivable as it seems, another holiday season has rushed passed in a frenzy of shopping, decorating, worshiping, eating, gift-giving and partying.

A new year now sits before us like a blank canvas, unblemished by events. However, forces already at work will determine, at least in part, what type of picture will be painted on that canvas during the next 12 months, and prognosticators believe it will not be a pretty one.

These forces provide the obstacles the Teamsters Union will have to surmount to ensure that its members survive what promises to be a rocky ride intact.

Challenges ahead

The darkest clouds on the horizon emanate from the economic recession that appears to be sweeping the country. While economists differ on how severe it will be, we will be extremely lucky if only a few people's lives are knocked askew by its wake. Almost *everyone* will feel the pinch.

The excitement of the new year is also tempered by tensions in the Middle East. More than 400,000 American servicepeople currently sit poised in the Saudi Arabian desert, wondering whether their next orders will send them home or in to war with Iraq.

Military experts believe the carnage of such a war would equal the bloodiest battles of World War II, with casualties numbering in the thousands. Another major casualty would most certainly be the U.S. economy.

War in the Middle East would cost billions of dollars. Oil prices would skyrocket, launching gasoline prices out of sight. Americans, particularly those whose jobs are dependent on affordable fuel, would find their very ways of life in danger.

The economy, already teetering on the precipice, would be shoved off and left to fall to the depths of economic despair.

Deregulation woes

Meanwhile, the new Horsemen of the Apocalypse—the various forms of deregulation that have been let loose in this country—will continue to wreak economic and social havoc in 1991.

Airline deregulation has seen a continued decline in the number of airlines, as only the largest carriers appear to have the financial resources to survive.

Deregulation of the savings and loan industry continues to be a thousands-of-dollars-per-person millstone around the neck of every American citizen, no matter how old. Like pesky in-laws or athlete's foot, the scandal just won't go away.

The deregulation of the trucking industry has seen hundreds of responsible and safety-oriented Union freight carriers forced out of business by independent drivers who drive their poorly maintained trucks day and night in a mad dash to scratch out a living. As a result, the highways are beginning to resemble demolition derbies.

While each industry suffers the effects of deregulation in its own way, there is a common symptom running through all of them—the loss of jobs, including hundreds of thousands once held by Teamsters.

Government officials fired up the deregulation steamroller on the flimsy pretext that the loosening of various regulations would increase competition and therefore lower prices. We'll probably never know whether this was really their intention, or if they were simply providing their friends in Big Business with another opportunity to line their pockets at the expense of working people.

Whatever their motivation, we will continue in 1991 to suffer from the effects of their financial feeding frenzy with a brutal hangover resulting from a party to which we were never invited.

What's next?

Finally, it appears that with California mired in perpetual summer, we can't even rely on the seasons anymore. Experts predict losses in the millions of dollars in the state's agricultural industry unless the skies open up with rain soon. There's no telling exactly how many jobs have also dried up during four-plus years of drought.

PRESIDENT, Page 5

Serving more than 70,000 Teamsters & their families

NORTHERN CALIFORNIA TEAMSTER

VOL. 36, NO. 1 ® 148 January 1991

SUPPLEMENT TO DELEGATE ELECTION NOTICES

HAPPY NEW YEAR

Election Notices

(from Page 8)

(Mail Ballot)

LOCAL UNION NO. 665

Nomination Notice

Nomination of cadidates for 3 delegates and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: January 21, 1991
Time: 8 p.m.
Location: Local 665, 6540 Mission St., Daly City, CA

The expense of sending the delegates and alternate delegate to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by close of business, January 21, 1991 at the Local's office at 6540 Mission St., Daly City, CA.

Election Notice

Ballots will be mailed at least 16 days prior to the counting date. Any eligible member not receiving a ballot 10 days prior to the counting date should contact the Election Officer c/o the Regional Coordinator listed in the General Rules section.

To be eligible to vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by close of business, March 15, 1991 at the Local's office at 6540 Mission St., Daly City, CA.

Only those ballots which are returned to the post office box designated on the return envelope will be counted. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot. Only those ballots returned to the post office box by noon on March 20, 1991 will be counted.

The ballots will be counted on March 20, 1991 at 12:30 p.m. at the Local's office at 6540 Mission St., Daly City, CA.

For additional information, refer to the General Rules or contact:

David E. Powell
Secretary-Treasurer
Local Union No. 665
6540 Mission St.
Daly City, CA 94014
Tele: 415-991-2102

(In-Person Voting)

LOCAL UNION NO. 853

Nomination Notice

Nominations of candidates for 5 delegates and 5 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida will be held on:

Date: January 28, 1991
Time: 8 p.m.
Location: 8055 Collins Drive, Oakland, CA

The expense of sending the delegates to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by 7 p.m., January 28, 1991 at the Local's office at 8055 Collins Drive, Oakland, CA.

Election Notice

Date: March 14, 1991
Time: 7 a.m. to 7 p.m.
Location: 8055 Collins Drive, Oakland, CA

A mail ballot will automatically be mailed to all eligible members who live outside of Alameda County or Contra Costa County.

To vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by by 4:30 p.m., January 28, 1991 at the Local's office at 8055 Collins Drive, Oakland, CA.

For additional information, refer to the General Rules or contact:

Al Costa
Secretary-Treasurer
Local Union No. 853
8055 Collins Drive
Oakland, CA 94621
Tele: 415-562-9975

(In-Person Voting)

LOCAL UNION NO. 860

Nomination Notice

Nominations of candidates for 2 delegates and 2 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida will be held on:

Date: February 6, 1991
Time: 6 p.m.
Location: War Memorial Community Center, Coral Room, 6655 Mission St., Daly City, CA

The expense of sending the delegates to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of January, 1991. Dues arrearages must be paid by close of business, February 6, 1991, at the Local's office at 6834 Mission St., Daly City, CA.

Election Notice

Date: March 23, 1991
Time: 8 a.m. to 7 p.m.
Location: Local Union Offices, 6834 Mission St., Daly City, CA

To vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by noon, March 23, 1991 at the Local's office at 6834 Mission St., Daly City, CA.

For additional information, refer to the General Rules or contact:

John C. Becker Sr.
Secretary-Treasurer
Local Union No. 860
6834 Mission St.
San Francisco, CA 94014
Tele: 415-994-1250

(Mail Ballot)

LOCAL UNION NO. 896

Nomination Notice

Nomination of candidates for 4 delegates and 2 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Branch No. 1
Date: February 9, 1991
Time: 10 a.m.
Location: Local 896's Oakland office, 8400 Enterprise St., Oakland, CA

Branch No. 2
Date: February 10, 1991
Time: 9:30 a.m.
Location: Suisun Recreation Center, 586 East Wigeon Way, Suisun City, CA

The expense of sending the delegates and alternate delegates to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of January, 1991. Dues arrearages must be paid by 5 p.m. February 7, 1991 at the Local's office at 8400 Enterprise St., Oakland, CA.

Election Notice

Ballots will be mailed at least 16 days prior to the counting date. Any eligible member not receiving a ballot 10 days prior to the counting date should contact the Election Officer c/o the Regional Coordinator listed in the General Rules section.

To be eligible to vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by 5 p.m., March 26, 1991 at the Local's office at 8400 Enterprise St., Oakland, CA.

Only those ballots which are returned to the post office box designated on the return envelope will be counted. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot. Only those ballots returned to the post office box by noon on March 27, 1991 will be counted.

The ballots will be counted as soon as possible following the noon pickup on March 27, 1991 at the Local's office at 1616 W. Ninth St., Room 422, Los Angeles, CA.

For additional information, refer to the General Rules or contact:

Charles Roberts
Secretary-Treasurer
Local Union No. 896
1616 W. Ninth St., Room 414
Los Angeles, CA 90015
Tele: 213-388-3144

"ELECTION ONLY" NOTICES

(Mail Ballot)

LOCAL UNION NO. 856

Election Notice

Ballots will be mailed at least 16 days prior to the counting date. Any eligible member not receiving a ballot 10 days prior to the counting date should contact the Election Officer c/o the Regional Coordinator listed in the General Rules section.

To be eligible to vote, a member must have paid dues through the month of January, 1991. Dues arrearages must be paid by close of business, February 15, 1991 at the Local's office at 185 Berry St., Suite 3510, San Francisco, California.

Only those ballots which are returned to the post office box designated on the return envelope will be counted. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot. Only those ballots returned to the post office box by noon on February 19, 1991 will be counted.

The ballots will be counted on February 19, 1991 at 1 p.m. at the Local's office at 185 Berry St., Suite 3510, San Francisco, CA.

For additional information, refer to the General Rules or contact:

Ben Leal
Secretary-Treasurer
Local Union No. 856
185 Berry St., Suite 3510
San Francisco, CA 94107
Tele: 415-882-0856

(Mail Ballot)

SPECIFIC NOTICE OF NOMINATIONS AND ELECTION OF DELEGATES AND ALTERNATES TO IBT CONVENTION

LOCAL UNION NO. 890

Election Notice

The election for 10 delegates and 3 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be conducted by mail ballot.

Ballots will be mailed on or about January 3, 1991 to all members in good standing as of that date. To be eligible to vote, a member must have paid dues through the month of November, 1990. Dues arrearages must be paid by 5 pm, December 20, 1990 at the office of Local 890, 207 N. Sanborn Rd., Salinas, CA 93905.

Only those ballots which are returned to the post office box designated on the return envelope will be counted. Any eligible member not receiving a mail ballot within ten (10) days prior to the February 5, 1991 deadline should contact the Office of the Election Officer, c/o Regional Coordinator Don Twohey, 3231 Quandt Road, Lafayette, California 94549; tele: 415-283-1637. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot. Only those ballots returned to the post office box by 12:00 noon on February 5, 1991 will be counted.

The ballots will be counted on February 5, 1991 at the Local Union Hall, 207 N. Sanborn Rd., Salinas, CA 93905. The Election officer will perform and supervise functions related to mail balloting.

For additional information relating to the nomination or election process, please contact:

Raul Hernandez
Secretary-Treasurer
Local Union No. 890
207 N. Sanborn Rd.
Salinas, California 93905
(408) 424-5743

BUY AMERICAN means MORE JOBS

Local 70 News

70 Hegenberger Road, Oakland, Calif. 94621 | January 1991 | ® 148 | Phone 569-9317

Mack joins Aloise tribute

SIX HUNDRED PEOPLE turned out for the Bay Area Union Labor Party's Dec. 6 tribute to Joint Council 7 Vice President Vince Aloise. Pictured above is Local 70 Secretary-Treasurer Chuck Mack (at podium) introducing Dianne Feinstein. Joining Mack are (left to right) JC7 Trustee Bob Morales, Feinstein, and JC7 Trustee Ben Leal.

Recycling battle moves to new front in Castro Valley

Local 70, through the efforts of its members and the guidance of Business Agent Larry Dias, was successful in securing the Alameda Recycling Franchise Agreement, thereby creating new jobs and protecting the job security of current Oakland Scavenger Company employees.

The battle, however, has now turned to Castro Valley, where the talks were more difficult. Once again, Local 70 learned at the last minute that the Castro Valley Franchise Agreement was in jeopardy because a non-union company, B.F.I., bid 3 cents lower than Oakland Scavenger Company.

Although Dias was scheduled to be out of town, he engineered a strategy to once again capture the franchise agreement. Meetings were held with the other officers and officials who would implement the plan.

This coordinated team effort went well. Members and the retirees were asked to help, and the officers and officials took Dias' plan and were able to create strong political influence on the Castro Valley Sanitation Board to award that franchise agreement to Oakland Scavenger Company.

Our members and President Joe Silva did an excellent job. However, the attorney for Castro Valley used his influence to convince the Castro Valley Sanitation Board to award the franchise to B.F.I. In doing so, his legal opin-

RECYCLING, Page D

Freight talks update

Negotiations for a new National Master Freight Agreement began in early December when Teamster and industry representatives met in Washington, D.C., and exchanged proposals.

Co-chairing for the union are International President William McCarthy and R. V. Durham, International vice-president from North Carolina. They will be joined by a host of other Teamster representatives in bargaining sessions that will last the better part of three months.

FREIGHT, Page D

Drug testing for casuals

On Dec. 21, 1990, Local 70 members working casually fell under federal drug testing requirements.

Regulations contained in **Federal Register**, Section 391.103(d) are even more stringent than those for regular employees. They require casuals to be tested once every six months.

As if the tests weren't bad enough, the employers also tried to "slam" casuals for the drug screen cost. They advised Local 70 that any member sent to them not in possession of a clean test would be refused employment.

Local 70 reacts

In response, Local 70 demanded that the employers pay drug screen costs, arguing that if they want casuals tested, it is their responsibility to pay the bill. A grievance filed against the industry argued these points.

Clarification was also sought with the Department of Transportation: Is the responsibility that of the employer or employee?

Program in place

While battling with the employers over responsibility, the Local took steps to establish a testing procedure so that it would be readily available for casuals and ensure no interruption of work for them. In mid-December drug screens were administered in Local 70's auditorium. In the future, testing will be conducted at multiple collection sites within our jurisdiction and at Local 70 on occasion.

Employers pay

The contract question of who pays was also answered in mid-December. Western Conference negotiators reached an understanding with the industry.

The agreement provides that each employer will pay casuals who show proof of testing $5 per shift above their regular wages. Carrier payments will continue until the cost of the examination is covered.

DRUG TESTS, Page D

"Sell out," says Mack

Local 70 resolution blasts U.S.–Mexico trade pact

In late November, immediately following his return from the mid-East, President Bush traveled to Mexico to meet with President Salinas de Gortari and promote a proposed U.S./Mexico free trade agreement.

A good many Americans accepted this news with either indifference or resignation. The Labor Movement, however, is gearing for a major battle with the Administration in an effort to dump the pact. Local 70 joined the opposition. The Executive Board unanimously passed the resolution printed below.

Chuck Mack described the proposed agreement as a sell-out to big business. "Lower labor costs in Mexico will encourage every labor-intensive American manufacturer to move south of the border," Mack said. "The impact on Teamster members, especially those in the food industry will be catastrophic. It's a question of priority," he continued. "Big Business and capital on the one hand and workers on the other. It appears that the Administration has chosen capital. That's not surprising. We intend, however, to do everything in our power to frustrate this worker rip-off."

Teamsters' Joint Countil 7 and the California Labor Federation have also taken stands opposing the treaty.

RESOLUTION

WHEREAS *the Bush Administration is pushing for the enactment of a free trade agreement between the U.S. and Mexico and,*

WHEREAS *this proposed agreement will be considered by Congress in 1991 and,*

WHEREAS *if such an agreement were made it would result in the transfer of millions of jobs by American Companies to Mexico in order to utilize workers who receive on the average wages of $5.00 per day (substantially less than workers in Taiwan, South Korea and Singapore) and,*

WHEREAS *the government of Mexico likely will make other concessions (taxes, subsidies, among others) to lure American, European and Japanese capital and technology south of the border which will result in major harm to our economy and,*

WHEREAS *members of the Teamsters have already been disadvantaged and lost thousands of jobs by reason of food processing companies such as Del Monte, Jolly Green Giant, Simplox, Basic American, and other companies moving operations to Mexico, and*

WHEREAS *not only are jobs lost, but American enterprises will not be able to compete successfully with American operations with special advantages in Mexico operating below the American border and,*

WHEREAS *American agriculture will be devastated by the Mexican products having unusual advantages and will result in the elimination of many American grown fruits and vegetables, and*

WHEREAS *substantial economic changes will result in the serious weakening of manufacturing industries (textile, steel, auto) and Unions representing such employees by reason of the growth and development in Mexico of free trade, and*

WHEREAS *the U.S. economy is on the brink of a recession and faces an uncertain future, it is untimely to undermine the economy further.*

NOW, THEREFORE BE IT RESOLVED *that the International Brotherhood of Teamsters go on record as being unalterably opposed to any free trade agreement with Mexico and,*

BE IT FURTHER RESOLVED *that this resolution be made available to the AFL-CIO and that there be follow-up in a joint effort in opposition to U.S.–Mexico free trade and,*

BE IT FURTHER RESOLVED *that the U.S. Congress be advised on our position that a U.S.–Mexico free trade pact will undermine and weaken further the American economy.*

Taxing rich to pay deficit makes sense

WASHINGTON, D.C. (TNS) —As congressional and White House negotiators inch toward a deficit reduction package at a snail's pace, they might want to check out a source that could yield big revenues, with no complaints from the great majority of American taxpayers.

Instead of nickel and diming working people to death—a few billion from higher gasoline taxes; a few billion more from tax hikes on alcohol; several billion more from taxing the Social Security benefits of modest-income retirees—why not go where the big money is?

Yes, the real money is in the hands of the rich. But this fact has never been more true in the entire post-World War II period than it is today. Yet while high-income individuals financially are more able than ever to help solve the deficit problem, middle- and lower-income families are less able.

The income gaps between both the rich and the poor and the rich and the middle class are wider now than at any other time since the 1940s, according to Census Bureau data.

This trend occurred mainly during the 1980s, according to government data compiled by the Center for Budget and Policy Priorities in a report titled, "Drifting Apart: New Findings on Growing Income Disparities Between the Rich, the Poor, and the Middle Class." The report's data were compiled by the Congressional Budget Office from several government agencies.

The report said the trend toward widening income disparities is a relatively recent phenomenon of American life. Between 1950 and 1970, income disparities narrowed. This pattern reversed in the 1970s, as income gaps began to grow modestly; they grew sharply in the 1980s. The report includes these findings:

- The top fifth of households enjoyed an average gain of 33 percent in after-tax income over the past decade, adjusted for inflation. By contrast, the bottom fifth of households suffered a 5 percent drop in after-tax real income during the same period. The middle fifth of households experienced an income gain of less than 3 percent. This small gain was only made possible by more spouses entering the workforce.

- During the 1980s, the shares of both before-tax and after-tax income declined for every income group except one—households in the top fifth.

- The after-tax income of the richest 1 percent of Americans rose 87 percent from 1980 to 1990, after adjusting for inflation. The top 1 percent now recieves nearly as much income after taxes as the bottom 40 percent of Americans combined. Stated another way, the richest 2.5 million now have nearly as much income as the 100 million with the lowest incomes.

- The richest 20 percent now is receiving as much after-tax income as the other 80 percent of the population combined. The share of national income going to the middle fifth of families is now lower than at any time since the Census Bureau began collecting these data in 1947.

- The growth in the incomes of the richest 1 percent has been so large that just the *increase* between 1980 and 1990 in the after-tax income of this elite group equals the *total* income of the poorest 20 percent of the population—50 million Americans.

During the 1980s, disparities in before-tax income grew significantly, and tax changes exacerbated the trend. The 1981 Reagan income tax cut was skewed toward wealthy individuals and corporations and produced a $750 billion revenue drain over the decade.

Taxing the rich to reduce federal deficits makes sense not only in terms of fairness, but in terms of economics. The nation's economy has been slowing down for several months and some areas of the country already are in the grips of recession.

Under these conditions, raising taxes on the masses of working Americans would reduce the kind of consumer purchasing power that is needed to keep factories humming. It would widen income disparities even more, and dampen an already weak economy.

Members meet to prepare for Car Haul agreement

Local 70 members working at Commercial Carriers and Jack Cooper Auto Transport met at Local 70 in mid-December to submit proposals for a new National Car Haul contract.

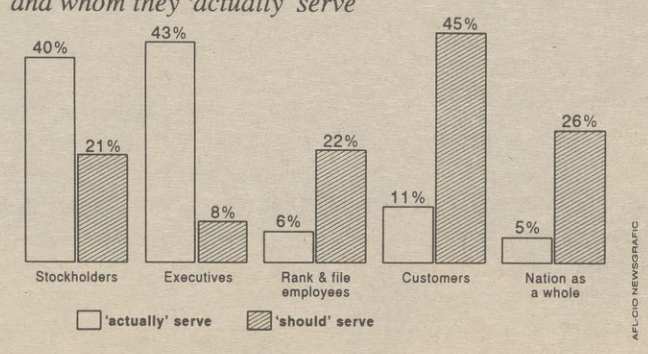
Close to 50 members met with Line Director Ernie Freitas, Business Agent Marty Frates and President Joe Silva for three hours to develop a comprehensive proposal for submission to the National Teamsters Car Haul Negotiating Committee. The National Car Haul contract covers approximately 148 Teamster members and will expire May 31, 1991.

Contract talks are expected to begin later this month and continue until an agreement is reached or the parties reach impasses. Like the Master Freight, National Auto talks will be held concurrently with Supplemental bargaining.

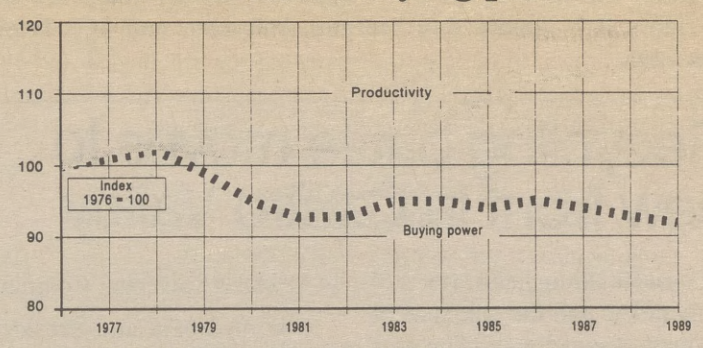
Representing Local 70 in negotiations will be Ernie Freitas and Marty Frates.

Responsibility of business corporations

Public's opinion of whom they 'should' serve and whom they 'actually' serve



Gap between productivity and workers' buying power



Note: Chart reflects private business productivity and buying power of inflation-adjusted average hourly earnings.

Worried about drinking or drugs?

Does someone in your family have a problem?

TEAMSTERS ASSISTANCE PROGRAM

Call T.A.P. (415) 562-3600
Or drop by the
T.A.P. Growth Center at
8131 Capwell Drive in Oakland.

All inquiries kept strictly confidential.
(After hours message line: (415) 562-4000)

Special Notice

Local 70's Bylaws Committee had its first meeting in the latter part of July. Meetings will continue over the next several months in an effort to update Local 70's current Bylaws.

Members who have Bylaws proposals or would like to suggest amendments are encouraged to do so. Proposals should be submitted in writing to: Local 70 Bylaws Committee, c/o Teamsters Local 70, P.O. Box 2270, Oakland, Ca. 94621.

SICK BENEFIT FUND

Monthly Meetings—2nd Tuesday at 7:30 p.m.
1-800/243-1350 415-569-9317

To be eligible for Sick Benefits, claims must be filed at Local 70's office within *30 days of disability*; also, *dues for the previous month must have been paid on time.*

SICK BENEFIT COMMITTEE
Chairman—Fred Erdman
Co-Chairman—Lee Hafley
Recording Secretary/Auditor—George Wells
Members: Dave Buswell, Bob Corby, Mel Isola, Tony Lara, Louis Marchetti, Marty Martinez, Art Semenero, Bob Sychr, Bob Yolland, Frank Young
Honorary Member: Joe DeSilva
Inmemoriam: Frank Arroyo

TEAMSTERS LOCAL 70 BLOOD BANK
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(415) 569-9317

FRED ERDMAN Chairman
BOB YOLLAND Co-Chairman

LOCAL 70

Executive Board

Secretary-Treasurer **Chuck Mack**
President **Joe Silva, Jr.**
Recording Secretary **John Petersen**
Vice President **Ron Rocha**
Trustees
Emil Radloff **Jim Manning** **Jay Gohl**
Conductor, **Al Fialho** *Warden,* **Dennis Giorgetti**

Business Agents

Larry Dias **Darold L. Wright** **Gabe Ybarrolaza**
Marty Frates **Pete Gemma** **Dan Varela**
Bob Bell **Bill Walsh**

Own.-Op. Division Director **Alex Ybarrolaza**
Line Division Director **Ernie Freitas**
Dispatcher and Picketing/Organizing Committee Director **Noel Eben**

Delegate plan approved; it's printed below

Local 70 received word in late December from Don Twohey, Regional Coordinator for Election Officer Michael Holland that Local 70's plan for the nomination and election of delegates to the International Convention in June 1991 has been approved. The plan was fashioned by the Executive Board, submitted to the Regional Coordinator and, after slight modification, approved. Nominations will be held on Saturday, January 26, 1991 in the Local 70 Auditorium and the election will be held on Friday, March 15, 1991 and Saturday, March 16, 1991. The plan is being posted on terminal bulletin boards throughout Local 70. In the interest of achieving as broad a dissemination as possible, the Executive Board has authorized the printing of the entire Plan Summary in this edition of "Local 70 News." Please see below.

This is a summary of Local 70's plan for conducting the nominations and elections for delegate and alternate delegate to the 1991 IBT International Convention. This summary was prepared by the Election Office.

Local Union 70 will elect six delegates and three alternates to the Convention. The reasonable expenses of the delegates and alternate delegates for attending the Convention will be paid by Local Union 70.

Nominations

A nomination meeting will be held on Saturday, January 26, 1991 at 9:00 AM at 70 Hegenberger Road, Oakland, California.

Any member may attend this nomination meeting, and participate in the nomination process. If any member is unable to attend the nominations meeting because of work, vacation, illness or other valid reasons, or because he/she lives and works more than thirty-five (35) miles from the meeting site, he/she may nominate candidates in writing prior to the meeting. All such written nominations and seconds must be received by close of business Friday, January 25, 1991 at the Local Union Hall. Candidates must accept nominations at the time made, in person, or, if absent, in writing.

Election

The elction will be in person on Friday, March 15, 1991 from 7:00 AM until 8:00 PM at 70 Hegenberger Road, Oakland, and on Saturday, March 16, 1991 from 8:00 AM until 3:00 PM at 70 Hegenberger Road, Oakland. To be eligible to vote, a member must have paid his/her dues through February 1991. Dues arrearages must be paid by 3:00 PM, March 16, 1991 at the Local's office at 70 Hegenberger Road, Oakland. Any member who is eligible to vote and who desires to vote by absentee ballot shall be permitted to do so if:

(1) Such member is unable to vote in person on election day during voting hours due to his/her work or vacation schedule, illness, injury, or obligation to serve jury duty or fulfill military obligations; or

(2) Such member lives and works more than thirty-five (35) miles from the polling place.

Each eligible member who desires to vote by absentee ballot shall request such ballot, stating the reason for such request, in writing, from the Regional Coordinator at the address below. Such requests shall be hand delivered or, if sent by mail, postmarked not less than five (5) days prior to the election.

The ballots will be counted beginning at 3:15 PM on March 16, 1991 at the Local Union Hall. The Election Officer will supervise all phases of voting, which includes providing a standard type of election mechanical device and the preparation, maintenance and counting of ballots.

Details about the nomination and election process may be obtained from the Election Officer or his Regional Coordinator, or the Local Union.

Michael H. Holland
Election Officer
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C. 20001
1-800-828-6496

Donald E. Twohey
Regional Coordinator
3231 Quandt Road
Lafayette, CA 94549
415-283-1637

Chuck Mack
Secretary-Treasurer
Local Union No. 70
70 Hegenberger Road
Oakland, CA 94621
415-569-9317

Stop!

Don't export jobs
BUY AMERICAN
and look for the
UNION LABEL

1991 MEETING SCHEDULE

GENERAL MEMBERSHIP MEETINGS

January 24, 1991

February 28, 1991

March 28, 1991

April 25, 1991

May 23, 1991

June 27, 1991

July 25, 1991

August 22, 1991

September 26, 1991

October 24, 1991

November 19, 1991

December 26, 1991

1991 STEWARDS MEETINGS

January 1991
(none)

February 1991
(none)

March 19, 1991

April 16, 1991

May 1991
(none)

June, July and August 1991
(Canceled for the Summer)

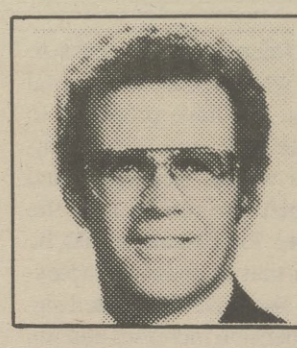
September 17, 1991

October 15, 1991

November 19, 1991
(Combined with General Membership Meeting)

December 1991
(Canceled Due to Holiday)

WHEN YOU DO THE TOWN DO IT UNION PATRONIZE UNION RESTAURANTS AND HOTELS



Secretary Treasurer's Report

Let the Talks Begin!

National Freight negotiations began this past month. Local 70 was represented by Line Director Ernie Freitas, who chairs the Western States Over-the-Road Committee, Business Agent Dan Varela, who is a member of the Joint Council 7 Negotiating Committee and me. Talks are in the early stages and there is no progress to report.

Trucking employers are fragmented. Trucking Management Inc. represents Roadway, Consolidated Freightways, and ABF. Yellow, Northwest, ANR, and California Carriers have asked for separate bargaining. Even though there is a common thread in the employers' approach to bargaining—they want greater flexibility and little or no money—there is no one on the union side who has entered these talks with an attitude for concessions.

These are the 90s and it's time again to move forward. Some carriers may fall, but based on our experience in the 80s they will fall anyway.

Employers are attacking the Hiring Hall and health and welfare. We want to eliminate two-tier wages and benefits, or at least improve on what we have.

Talks will continue throughout the month. They will conclude by mid-February with either an agreement or impasse. Further updates will be contained in the Northern California Teamster Newspaper or at special membership meetings.

Special Drug Testing

What a nightmare! Federal Department of Transportation regulations mandated casual drug testing effective Dec. 21, 1990. Our Local attempted to adjust. We put in place testing procedures for casuals, but more importantly, played a role in insuring that the cost of these examinations would be paid by employers.

Our members working from the Hall will have to front money for the exam, but they will be paid $5 per shift until they receive reimbursement for the examination. We will continue to work through the International to try to reduce the frequency of casual testing. Every six months is too often!

Credit for casual reimbursement goes to Western Conference of Teamsters Freight Director George Rohrer. He was able to "muscle" the companies into acceptance of the $5 fee.

Election of Convention Delegates

The summary of Local 70's convention delegate nomination and election is contained in this issue of "Local 70 News." It was approved as proposed, with one change. Initially, we had suggested a one-day election. The Election Officer wanted two. We agreed.

Delegate elections will be held Friday, March 15, 1991 and Saturday, March 16, 1991. Those elected will serve as delegates and alternates for the Teamsters' convention, which will be held at Disney World (an appropriate location!) in June 1991.

Nothing But Garbage

I want to thank our members in Castro Valley for responding to the Local's appeal. We asked for letters and attendance at the recycling meetings that were held in that city. Support was outstanding.

We have not yet received an answer from the Board as to who will handle recycling and as to how it will be billed, but we've got them thinking and moving in our direction.

Late notification that the Board was considering giving Castro Valley recycling to a non-union company did not help our cause. We responded quickly, however, and brought our members into the process. If we win the next round, credit our active and retired members who live in Castro Valley and Larry Dias for the many hours of work that he has put in on this issue.

Short Notes

The issues ahead in 1991 are starting to take shape. We will continue to do battle with the proponents of truck deregulation. . . . Look for a fight at the California Legislature on longer combination vehicles. We don't want "double 40's" or triples in California and we will oppose any effort by the industry to put them on the state's highways. . . . We also are adamantly opposed to the U.S./Mexico Trade Agreement as proposed. It would cost thousands of our mem-

SECRETARY-TREASURER, Page D

Freight
(from Page A)

The National Master Freight Agreement still sets the pattern for trucking and covers close to 165,000 Teamster members.

The bargaining will at times be bifurcated. National talks will be held in Chicago while Supplemental talks will be conducted regionally. By early February, all talks will be joined in Washington, D.C., as the parties intensify efforts to reach agreement by the end of the month.

Western Conference Supplemental negotiations are being held in Arizona. Local 70 will be represented by Line Director Ernie Freitas, Business Agent Dan Varela and Secretary-Treasurer Chuck Mack. Freitas chairs the Over-the-Road Committee while Mack heads the Joint Council 7 Pick-up and Delivery talks.

Varela is a member of this latter committee.

The employers' proposals for a new Joint Council 7 Pick-up and Delivery Agreement were not surprising. They want to eliminate the contract's Hiring Hall provisions and would like to replace most of the current language with that contained in the Western States Pick-up and Delivery Agreement.

One interesting wrinkle is the employers' proposal to eliminate maintenance of health and welfare benefits. This is an effort to shift a portion of health care costs to employees.

The Union proposal seeks to right the wrongs of the last several contracts. We have proposed to eliminate any two-tiered language in wages, sick leave and night shift premiums and the wage rate, for casuals would be equal to that of regular employees. We also have demanded significant pension increases and full maintenance of benefits on all local union health care plans.

Early talks, according to Mack and Varela, are nothing more than surface bargaining. "We haven't yet touched upon any significant issues," advised Varela. "It appears that talks will be drawn out." Ernie Freitas reported no better progress with employers in Over-the-Road bargaining.

Concurrent bargaining

Several employers, the most notable being Yellow Freight, have withdrawn from Trucking Management, Inc. (TMI) negotiations. They have asked for individual talks. "We are going to have several different negotiations going on at the same time," said Mack. "In this first month, after meeting with TMI, we've met with Yellow and also gone over their proposals."

It's expected that talks between other freight carriers will also be conducted simultaneously. Those include ABF, Northwest, Willig, and California Carriers. Yellow's proposal for a new National Agreement and accompanying supplements was much the same as the other national carriers.

There was, however, one surprise. Yellow would like to open a regional carrier to compete with Conway and Viking. They want this operation to be under Teamster agreement and will fashion a proposal for that segment of the industry. As this edition of "Local 70 News" goes to press, it has not yet been received.

Membership ratification

Once an agreement is reached, it will be submitted to a nationwide membership vote. If a majority of the members cast their vote, the contract will be accepted or rejected by a simple majority. In the past, National Master Freight contracts could only be rejected by a two-thirds vote against.

Membership negotiation updates will be contained in future editions of "Local 70 News" and the "Northern California Teamster." Also look for special bulletins and special-called membership meetings.

Benefit for Green Giant workers

Proceeds collected at the Jan. 20 concert marking the end of the Fifth Annual Western Workers Labor Heritage Festival will be donated to the estimated 380 workers left jobless when Green Giant transferred processing operations from its Watsonville plant to Mexico.

Traditionally, proceeds collected at the concert are given to workers in need after expenses are paid. Festival organizer David Winters says that this year, the Green Giant workers will be the sole recipients of those funds.

The concert, featuring folk singer Peggy Seeger—sister of Pete Seeger—and Irene Scott, is scheduled to begin at 7 p.m. in the Santa Cruz Civic Auditorium.

Tickets cost $10 each or blocks of 10 are available for $80. They are available by calling (408) 426-4940. Tickets will also be sold at the door.

The concert marks the official end of the Heritage Festival, a three-day event held on the weekend preceeding Martin Luther King, Jr. Day in honor of the slain civil rights leader.

Recycling
(from Page A)

ion which is disputed by Oakland Scavenger Company attorneys and is in doubt by our legal staff, unfairly favored B.F.I. by hiding the billing system in the taxes of the Castro Valley residents.

The members, Dias and Silva appeared once again in Castro Valley only to have the meeting postponed to Jan. 8, 1991. Another public hearing will be held on that date to determine whether the favored status of B.F.I. will be allowed.

It is the opinion of Teamsters Local 70 and many Castro Valley residents that it is unfair and probably unethical, if not unlawful, to favor B.F.I. by shifting the billing costs to the taxpayer thereby creating a false cheaper bid. Local 70 and its members will appear at the Jan. 8 meeting and we urge all of you to complain to the Castro Valley Sanitation Board that your garbage costs should not be hidden in your tax bill. Please attend the Jan. 8 meeting, 6:30 p.m., 21040 Marshall street, Castro Valley.

Drug Tests
(from Page A)

Secretary-Treasurer Chuck Mack and Business Agent Dan Varela were involved in the dispute, establishment of the testing procedure and the payment resolution. According to Mack, the question of responsibility has not yet been completely answered.

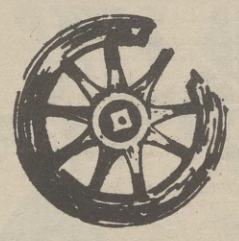
On the other hand, we have secured an agreement that will compensate our members for the testing procedure. Those who can least afford it will not have to subsidize either the industry or government regulations.

Random testing?

Both Varela and Mack pointed out that the testing procedures, though regrettable, are mandated by federal regulations. The worst may be yet to come.

The D.O.T. are strong proponents of random drug testing and will be pushing Congress to enact legislation authorizing such testing. The D.O.T. attempted to establish random testing by regulation. The Teamsters International went to court and got an injunction preventing it.

In Memoriam



BENEVIDEZ, Jim S., Nov. 27
CALONICA, Michael, Oct. 6
COMO, John, Oct. 16
JUMPER, Jerome J., Nov. 24
MARLEY, Fred G., Dec. 12
MARTIN, David W., Dec. 8
McKEON, Marcel R., Nov. 28
MENGELL, Edward A., Nov. 20
PIOLETTI, Donald J., Dec. 3
SMITH, Herbert L., Nov. 12
WHITE, Joe P., June 3
ZASTOUPIL, Arden C., Nov. 25

LOCAL UNION 70, CITY OF OAKLAND, CA
Affiliated with
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

Trustees Report

Period Covered: From November 1, 1990 to November 30, 1990

CASH RECEIVED	
Dues including Hiring Hall, Fees and diff. in dues	$178,395.88
Initiation and Reinitiation Fees	16,181.00
Withdrawal and Transfer Cards	30.50
Assessments	13,989.75
Funds for Transmittal for Members	886.62
Other Receipts	19,625.00
Benevolent Insurance	2,598.00
Total Cash Received	$231,707.40
CASH PAID OUT	
Salaries	91,666.00
Payroll adjustments	(205.38)
Expense Allowances	7,062.24
Travel Allowances—per diem	3,090.00
Per Capita Taxes	37,212.84
Contributions	2,120.00
Benefits Paid	27,317.55
Funds for Transmittal for Members	1,307.12
Refunds, other—assessments, insurance, etc.	110.00
Refunds—dues	594.00
Refunds—Initiation and Reinitiation Fees	194.00
Office and Administrative	13,547.86
Legal Fees	1,757.10
Arbitrator Fees	2,617.83
Other Professional Fees	360.00
Taxes	7,225.41
Transfers of Funds to Savings	2,919.05
Sick Benefit Fund Expenses	5,649.03
Organizing Expenses	275.54
Meeting and Committee Expenses	1,103.34
Strike Expenses	1,335.73
Auto Expenses	3,967.35
Out-of-Town Travel Expenses	5,106.42
Other Activities	20,460.12
Total Paid Out	$236,793.15
Net Increase (or Decrease) in Cash	(5,085.75)
Cash Balance Beginning of Period—General Fund—Checking Acc't.	249,621.85
CASH BALANCE END OF PERIOD—GENERAL FUND—CHECKING ACC'T. (Add Lines 43 and 44)	$244,536.10

STATEMENT OF ASSETS—Period ending November 30, 1990

	BEGINNING OF PERIOD	CHANGE	END OF PERIOD
General Fund—Checking Account	$ 249,621.85	$(5,085.75)	$ 244,536.10
Petty Cash & Change Fund	900.00	—	900.00
General Fund—Savings Accounts	11,685.83	2,984.31	14,670.14
General Fund—Certificates of Deposit	201,341.78	668.06	202,009.84
Cash in Special Funds	8,138.09	50.26	8,188.35
Sick Benefit Fund—C/D	27,500.00	—	27,500.00
Sick Benefit Fund—Savings	5,926.03	201.95	6,127.98
Land	173,643.00	—	173,643.00
Buildings	396,724.00	—	396,724.00
Office Furniture and Equipment	2,533.00	—	2,533.00
Total Assets	1,078,013.58	(1,181.17)	1,076,832.41
Deduct: Obligations (Per List Below)	(2,105,979.32)	3,773.02	(2,102,206.30)
Net Assets	$(1,027,965.74)	$ 2,591,85	$(1,025,373.89)

OBLIGATIONS

Date	Description	Date Due	Amount
11/90	Loan, International	12/01/2014	$2,102,206.30
	Total		$2,102,206.30

SCHEDULES

Sale of Supplies	$ 221.50
Rent	3,905.50
Interest and Dividends	1,522.52
JC38, UPS negotiations	4,751.84
Refund —Travel Expenses	
East Bay Drayage	1,193,82
JC7/890/A. Ybarrolaza	409.26
Picket Assess. incl. adm. fee	7,036.75
Other	584.46
Total	$19,625.65
Pension	10,922.60
Insurance—Group Life	6,222.05
Insurance—Health and Welfare	9,085.00
Insurance—Other	922.90
Other	165.00
Total	$27,317.55
Education and Publicity	1,361.72
Stewards Expenses (other than dues)	60.95
Building Maintenance	4,789.52
Mortgage and Loan Payments (Principal Only)	3,773.02
Interest	8,774.91
Rent Deposit Refunds	1,500.00
Health & Welfare Reimb.	200.00
Total	$20,460.12

Secretary-Treasurer
(from Page C)

bers jobs and only benefit large business. . . . Add to these the fact that 1991 is our biggest contract year, recycling struggles will continue in almost every city in Alameda County, and the Safeway-Tracy move draws closer—it all equals a very busy year!

Fraternally,
Chuck Mack
Secretary-Treasurer

(Por Correo)

SINDICATO LOCAL NU. 890

Notificación de Elección

La elección de 10 delegados y 3 delegados suplentes para la Convención del International Brotherhood of Teamsters de 1991, que tomará lugar en Orlando, Florida, será conducida por medio de votación por correo.

Las boletas de votación seran enviadas por correo alrededor de January 3, 1991 a todos los miembros solventes, tanto en sus cuotas mensuales como en culaquier otra de sus obligaciones, desde esa fecha (NOTA: las boletas de votación por correo deben ser enviadas por lo menos diez y seis (16) dias antes de la fecha limite para el inicio de las votaciones). Para tener derecho al voto, un miembro debe estar al día con sus pagos de las cuotas mensuales hasta el mes de November, 1990. Las cuotas mensuales que no han sido pagadas deben ser pagadas antes del 5 pm, December 20, 1990 en el 207 N. Sanborn Rd., Salinas, CA 93905.

Solamente aquellas boletas de votación que hayan sido regresada al apartado de correo postal señalado en el sobre de remitente, tomarán parte en el escrutinio. Cualquier miembro con derecho al voto que no haya recibido una boleta de votación por correo dentro de los diez (10) dias anteriores al February 5, 1991 debe ponerse en contacto con el Funcionario de La Oficina de Elección, a cargo del Coordinador Regional, Mr. Don Twohey, 3231 Quandt Road, Lafayette, California 94549; tele: 415-23-1637. El metasellos postal o la fecha en que se debe enviar la boleta de votación, no se tomará en consideración para determinar el depósito a tiempo del voto. Solamente aquellas boletas de votación que esten efectivamente en el aprtado de correo postal antes de las doce (12:00) de medio dí, el February 5, 1991 serán tomadas en cuenta para el escrutinio de votos.

Las boletas de votación serán escrutinadas el February 5, 1991 en la sala del Sindicato Local 890, 207 Sanborn Rd., Salinas, CA 93905. El Funcionario Encargado de la Elección ejecutará, y supervisará todas las funciones relacionada con el proceso de elección mediate el envio de las boletas de votacion por correo.

Para información adicional relacionada con el proceso de la nominación o la elección, por favor póngase en contácto con:

Raul Hernandez
Secretario-Tesorero
Sindicato Local 890
207 N. Sanborn Road
Salinas, California 93905
(408) 424-5703

(In-Person Voting)

LOCAL UNION NO. 921

Election Notice

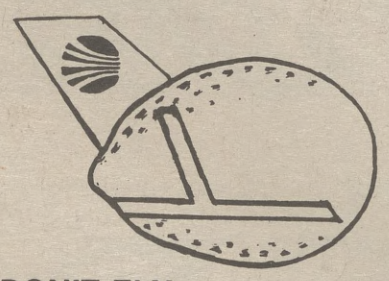
Date: February 6, 1991
Time: 7 a.m. to 7 p.m.
Location: 450 Harrison St., San Francisco, CA

To vote, a member must have paid dues through the month of January, 1991. Dues arrearages must be paid by February 6, 1991 at the Local's office at 450 Harrison St., San Francisco, CA.

For additional information, refer to the General Rules or contact:

Ben R. Papapietro Jr.
Secretary-Treasurer
Local Union No. 921
450 Harrison St., Room 213
San Francisco, CA 94105
Tele: 415-957-0900

A LEMON SHOULD BE SQUEEZED, **NOT** FLOWN



DON'T FLY CONTINENTAL OR EASTERN AIRLINES

UNION LABEL & SERVICE TRADES DEPT.

Unfair/We Do Not Patronize

Teamsters and their friends are urged not to patronize the following firms because they are currently involved in a labor dispute:

ALBANY
Goodyear

BENICIA
Lutz Tire Co.

DUNNIGAN
Bosses Dunnigan Truck Service

MARYSVILLE-YUBA CITY
Cortina Ready Mix
Yuba Sand and Gravel
7-UP
Pepsi-Cola
Stash and Rausser Distributors
Cressey Beverage

MODESTO
American Lumber Company

MONTEREY
Pyramid Van & Storage

NAPA
Kenyon Building Supply
C-Line Express
Cinedome 7

OAKLAND
Yellow Cab Co.
George Orin Tires

REDDING
Redding Tire
Sierra Tire
Foothill Distributors
Pepsi Cola of Redding
C & J Tire
Cal Liquid Gas
Foothill Distributing
Boyd's Coffee
Glassburn Motors
F. B. Hart
Hugh's Tire
Motor Supply
Nor Cal Welding Supply
Redding Beverage
Redding Kenworth
76 Redding Truck Plaza
Rodway Chevrolet
Rother's Parts and Tires
Shas-cade Distributing
Sierra Tire Company
Taylor Motors
Nor Cal Beverages
Seven Up Bottling Co.

SACRAMENTO
Courtesy Cab
Coca-Cola
Pepsi-Cola
Capital Plywood
Super Tread Tire Co.
Broadway Tire Service
Coit Draperies
Pop Pies
Hires Bottling
Pixie Bread
Hite's Dairy
Party Pies
Canada Dry Products
Booster Bread
Pacific Tire
Radial Tire & Radial Recapping

SAN FRANCISCO
A. D'Angelo & Sons
Light Soda on Tap
San Francisco Ambulance Service
Smith Corona Marchant Corp.
W. W. Gainger Co.
Monroe Motors
Coit Drapery Cleaners
Park Lane Cleaners
French Drapery
Keith's Tire Centers
Corard Tire Service
Dy Doe Wash Co.
Aero Messenger Service
Special T
Mail Delivery Service
Redco Delivery Service
Armored Transport Co.
Melody Paint Co.
3rd Street Auto Supply
Lacquer Service
Campbell Auto Parts
Cresta Bros.
The Safety House
Scenic Tours Bus Co.
Arvey Paper
San Francisco Autocenter
Van Ness Auto Plaza, Inc.
European Motors, Ltd.
Ron Greenspan VW/Subaru, Inc.

SAN JOSE
Coors Distributing Co. of San Jose
Dab German Beer
Grolsch Beer
Killian Red
Mackeson Stout
Moosehead Beer
Whitbread Ale
Browning and Ferris, Ind.
Stevens Creek Volkswagen

SAN LEANDRO
Toyo Tire
George Orin Tires
City Cab Co.
Bankers Printco Co.
Ben Beiger Buick Fiat

SAN PABLO
Goodyear

SANTA ROSA
Coors Beer
Pepsi-Cola
Schultz Bros. Van & Storage
Bevon-Pearson Van & Storage
McLeas General Tire
Seven-Up Company

STOCKTON
Simon Sez Toy Stores
Darwin Farms
Hickenbotham Bros. Ltd.

VALLEJO
Cinedome 8
El Rey Theatre
Vallejo Auto Movies

YOUNTVILLE
Knight's Lumber

BAY AREA
Gerard Tire Service
Big "O" Tires
Levitz Furniture
Northern California Savings and Loan Association
Sunnyside Farms
USA Today
Sealy Mattress
Brooks Cameras

CONTRA COSTA COUNTY
Martinez Bus Lines

EAST BAY
Gateway Bus Company
Big "O" Tires, Richmond Martinez, Hayward and Oakland
Checker Cab Co.
Associated Cabs
Reliable Cab Co.
Country Maid Creamery Products
Glacier Ice Company
Roberts Tire Co.
Alameda Hospital
Chapel of the Chimes
Daily Review
Smiser Freight Services
Columbus Distributors
Jess C. Spencer Mortuary
Patron Service, Berkeley
Chapel of the Valley Mortuary (Castro Valley)
Keith's Tire Center

HUMBOLDT and DEL NORTE COUNTIES
Tri City newspaper
Arcata Union newspaper
Humboldt Beacon newspaper
Arcata Ready Mix
Fortuna Ready Mix
Whitely Tire & Oil
T P Tire Service
Tetrault Tire Service
Cooper Tire Service
Trombetta Distributors
Glaser Bros.
L & S Distributors
Andrew Rosaia Company
North Coast Distributors

MARIN COUNTY
Empire Sanitation

MENDOCINO COUNTY
Jensen's Truck Stop
Mendocino Van & Storage Co.

PENINSULA
Walgreen's (Daly City)
Parts Exchange (Partex), (So. San Francisco)
Commercial Tire Warehouse
Tire Master, Inc.
Howard Tire Service
Columbus Distributors
Crown Imports Co., Inc.
Coit Drapery Cleaners (Burlingame)
Dydee Wash & Co. (So. San Francisco)
Bakers of Paris (So. San Francisco)
Coast Side Scavenger Co. (Pacifica)
International Marine Paint
Harbor Ready Mix

SANTA CLARA COUNTY
All Jersey
Gilroy Motors
Pixie and Booster Bread Co.
Bayshore Friction Materials
Tire Outlet
Brentwood Farms
General Appliances Co.
Goldeen's Home Furnishing
Discount Furniture Co.
Garrard Tire Co.
Bayshore W. D. Warehouse
Fernstrom Moving & Storage
Servi Soft, San Jose
Able Lable Tire Co., "d-b-a" Emporium Tire Center
American Auto Parts
Marx Chevrolet
Keith's Tire Center
California Cheese Co.
Parola Cheese Co.
Glacier Ice Company

SONOMA COUNTY
Groskup-Weider Trucking Co.
Empire Sanitation

STATEWIDE
State Public Utilities Commission
Kennedy Enterprise
M & M Bus Co., California Sightseeing Tours
Senor Foods
Producers Dairy (Fresno)
Kiasco Products
Coors Beer
Calso
Sierra Spring Water Company
Tree Top fruit juices

NORTHERN CALIFORNIA
TEAMSTER

Reglas Generales (continua de la Pagina 3)

Votación Por Correo

Las reglas y la información para las votaciones por correo de los Locales que usen las boletas de votación por correo están presentados en la notificación separada de los Locales particular.

Para información adicional relacionada con el proceso de la nominación o la elección, por favor póngase en contacto con:

Michael H. Holland, Funcionario de Elecciones
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C. 20001
Tele: 1-800-828-6496

El Coordinador Regional de la Oficina de Elección
Don Twohey
3231 Quandt Road
Lafayette, California 94549
Tele: 415-283-1637

Secretario-Tesorero
Sindicato Local
(escriba la dirección y el número de teléfono)

(In-Person Voting)

LOCAL UNION NO. 78

Nomination Notice

Nominations of candidates for 3 delegates and 2 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida will be held on:

Date: January 7, 1991
Time: 7:30 p.m.
Location: 8055 Collins Drive, Oakland, CA

The expense of sending the delegates and alternate delegates to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1991. Dues arrearages must be paid by 4:30 p.m., January 7, 1991 at the Local's office at 8055 Collins Drive, Oakland, CA.

Election Notice

Date: February 25, 1991
Time: 8 a.m. to 7 p.m.
Location: 8055 Collins Drive, Oakland, CA

To vote, a member must have paid dues through the month of January, 1991. Dues arrearages must be paid by close of business, February 25, 1991 at the Local's office at 8055 Collins Drive, Oakland, CA.

For additional information, refer to the General Rules or contact:

Stephen J. Mack
Secretary-Treasurer
Local Union No. 78
8055 Collins Drive
Oakland, CA 94621
Tele: 415-638-4911

(In-Person Voting)

LOCAL UNION NO. 70

Nomination Notice

Nominations of candidates for 6 delegates and 3 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida will be held on:

Date: January 26, 1991
Time: 9 a.m.
Location: Local 70, 70 Hegenberger Road, Oakland, CA

The expense of sending the delegates and alternate delegates to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by close of business, January 25, 1991 at the Local's office at 70 Hegenberger Road, Oakland, CA.

Election Notice

Date: March 15 & 16, 1991
Time: 7 a.m. to 8 p.m. March 15;
8 a.m. to 3 p.m. March 16
Location: Local 70, 70 Hegenberger Road, Oakland, CA

To vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by 3 p.m., March 16, 1991 at the Local's office at 70 Hegenberger Road, Oakland, CA.

For additional information, refer to the General Rules or contact:

Chuck Mack
Secretary-Treasurer
Local Union No. 70
70 Hegenberger Road
Oakland, CA 94621-0170
Tele: 415-569-9317

(Mail Ballot)

LOCAL UNION NO. 85

Nomination Notice

Nomination of candidates for 2 delegates and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: January 15, 1991
Time: 8 p.m.
Location: 1555 Burke St., Unit P, San Francisco, CA

The expense of sending the delegates to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by close of business, January 15, 1991 at the Local's office at 459 Fulton St., San Francisco, CA 94102.

Election Notice

Ballots will be mailed at least 16 days prior to the counting date. Any eligible member not receiving a ballot 10 days prior to the counting date should contact the Election Officer c/o the Regional Coordinator listed in the General Rules section.

To be eligible to vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by close of business, March 14, 1991 at the Local's office at 459 Fulton St., San Francisco, CA 94102.

Only those ballots which are returned to the post office box designated on the return envelope will be counted. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot. Only those ballots returned to the post office box by noon on March 15, 1991 will be counted.

The ballots will be counted on March 15, 1991 at 12:30 p.m. at the Local's office at 459 Fulton St., San Francisco, CA 94102.

For additional information, refer to the General Rules or contact:

Ron Wells
Secretary-Treasurer
Local Union No. 85
459 Fulton St.
San Francisco, CA 94102
Tele: 415-861-2912

(Mail Ballot)

LOCAL UNION NO. 216

Nomination Notice

Nomination of candidates for 1 delegate and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: January 16, 1991
Time: 8 p.m.
Location: 1103 Airport Blvd., South San Francisco, CA

The expense of sending the delegate to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by close of business, January 16, 1991 at the Local's office at 1103 Airport Blvd., South San Francisco, CA.

Election Notice

Ballots will be mailed at least 16 days prior to the counting date. Any eligible member not receiving a ballot 10 days prior to the counting date should contact the Election Officer c/o the Regional Coordinator listed in the General Rules section.

To be eligible to vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by close of business, March 5, 1991, at the Local's office at 1103 Airport Blvd., South San Francisco, CA.

Only those ballots which are returned to the post office box designated on the return envelope will be counted. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot. Only those ballots returned to the post office box by noon on March 6, 1991 will be counted.

The ballots will be counted on March 6, 1991 at 12:30 p.m. at the Local's office at 1103 Airport Blvd., South San Francisco, CA.

For additional information, refer to the General Rules or contact:

R. Fitzpatrick
Secretary-Treasurer
Local Union No. 216
1103 Airport Blvd.
South San Francisco, CA 94080
Tele: 415-761-3577

(Mail Ballot)

LOCAL UNION NO. 226

Nomination Notice

Nomination of candidates for 1 delegate and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: January 30, 1991
Time: 6 p.m.
Location: 459 Fulton St., San Francisco, CA 94102

The expense of sending the delegate to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by close of business, January 30, 1991 at the Local's office at 459 Fulton St., San Francisco, CA 94102.

Election Notice

Ballots will be mailed at least 16 days prior to the counting date. Any eligible member not receiving a ballot 10 days prior to the counting date should contact the Election Officer c/o the Regional Coordinator listed in the General Rules section.

To be eligible to vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by close of business, March 21, 1991 at the Local's office at 459 Fulton St., San Francisco, CA 94102.

Only those ballots which are returned to the post office box designated on the return envelope will be counted. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot. Only those ballots returned to the post office box by noon on March 22, 1991 will be counted.

The ballots will be counted on March 22, 1991 at 12:30 p.m. at the Local's office at 459 Fulton St., San Francisco, CA 94102.

For additional information, refer to the General Rules or contact:

Ellias (Lou) Phillips
Secretary-Treasurer
Local Union No. 226
459 Fulton St.
San Francisco, CA 94102
Tele: 415-552-4077

ELECTION NOTICES, Page 7

President

(from Page 4)

So we might as well resign ourselves to another bad year and stumble through it the best we can, right?

Wrong!

During these tough times, we would all do well to remind ourselves that we will not have to weather this period alone. We belong to an organization of close to 2 million members that will look out for our interests no matter what the new year has in store.

Since its inception in 1899, the Teamsters Union has survived and thrived through two world wars, the Great Depression and other periods of anxiety too numerous to count.

During times of calamity, there are always those whose only response is to wring their hands and bemoan their fate. Thank God there are others willing to roll up their sleeves and do what has to be done to get back on track. Place the Teamsters in this category.

You can rest assured that the Teamsters Union will do all it can to ensure that the picture painted on this year's canvas is not as gloomy as some predict, and by the time the 1991 holiday season rolls around, we'll really have something to celebrate.

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Meetings and Notices

Joint Council 7

EXECUTIVE BOARD

CHUCK MACK ..... President
VINCE ALOISE ..... Vice-President
RALPH TORRISI ..... Secretary-Treasurer
AL COSTA ..... Recording Secretary
ROBERT MORALES ..... Trustee
BEN LEAL ..... Trustee
LEROY A. SALIDO ..... Trustee

The February Delegates' meeting will be held on February 5, 1991, at 7:30 p.m. at 399 Fremont Street in San Francisco.
Chuck Mack, President

Local 70, Oakland
Membership meetings are held the fourth Thursday, at 8 p.m., at 70 Hegenberger Road, Oakland.
Chuck Mack, Secretary-Treasurer

Local 78, Oakland
The regular Membership meeting is the fourth Monday of the month at 7:30 p.m. at 8055 Collins Drive in Oakland.
Steve Mack, Secretary-Treasurer

Local 85, San Francisco
The Membership meeting will be held on the first Thursday of the month at 8 p.m. at 1555 Burke, #P in San Francisco.
Ron Wells, Secretary-Treasurer

Local 216, South San Francisco
Membership meetings shall be every second Wednesday, 8:00 p.m., at 1103 Airport Blvd., South San Francisco.
R. Fitzpatrick, Secretary-Treasurer

Local 226, San Francisco
Quarterly meeting, third Wednesday in March at 6 p.m., at 459 Fulton Street, Suite #201, San Francisco.
Ellias Phillips, Secretary-Treasurer

Local 278, San Francisco
The General Membership meetings are held every third Tuesday of the month at 8 p.m. at the Apostleship of the Sea, 399 Fremont Street, in San Francisco.
Jack Bookter, Secretary-Treasurer

Local 287, San Jose
Due to damage from the October, 1989 earthquake, until further notice, the membership meetings will be held at the Labor Temple, 2102 Almaden Road, San Jose in Room 400-A on the second Tuesday of every month at 8 p.m.
Mario Gullo, Secretary-Treasurer

Local 296, San Jose
The January membership meeting will be held Thursday, January 24 at 8 p.m. at 3275 Stevens Creek Blvd. in San Jose.
Ralph J. Torrisi, Secretary-Treasurer

Local 302, Hayward
General Membership meeting shall be the third Tuesday at 7 p.m. at 492 C Street in Hayward.
Joseph Di Prisco, Secretary-Treasurer

Local 315, Martinez
Second Wednesday, at 8 p.m., at 2727 Alhambra Avenue, Martinez.
George Sveum, Secretary-Treasurer

Local 350, San Francisco
General Membership Meetings:
7 p.m. on March 14, 1991, in San Francisco.
7 p.m. on March 27, 1991, in San Jose.

San Jose–Santa Clara District:
Santa Clara Labor Council
2102 Almaden Road
San Jose, California

San Francisco District:
San Francisco Electrician's Hall
55 Fillmore Street
San Francisco, California

Robert Morales, Secretary-Treasurer

Local 432, Oakland
The next quarterly General Membership meeting will be held on Tuesday, March 12, 1991, at 7 p.m., at 8055 Collins Drive, Oakland.
Robert Duncan, Secretary-Treasurer

Local 484, San Francisco
The next General Membership meeting will be held on Tuesday, March 12, 1991, at 6:30 p.m. at the Apostleship of the Sea, 399 Fremont Street, San Francisco.
For members north of the Golden Gate Bridge, the meeting will be on Tuesday, March 19, 1991, at 7 p.m. at the El Rancho Tropicana, 2200 Santa Rosa Avenue, in Santa Rosa, CA.
Joseph Ault, Recording Secretary

Local 490, Vallejo
Second Tuesday, at 7 p.m., at 445 Nebraska Street, Vallejo.
Casey Sawyer, Secretary-Treasurer

Local 576, San Jose
Second Wednesday, at 8 p.m. at 1510 Park Avenue, San Jose, CA.
Louis D. Riga, Secretary-Treasurer

Local 588, Hayward
Third Thursday, at 8 p.m. at 492 C Street in Hayward.
LeRoy A. Salido, Secretary-Treasurer

Local 624, Santa Rosa
Fourth Thursday at 8 p.m. at the Santa Rosa Veterans Building, 1351 Maple Avenue in Santa Rosa.
Brian Beaver, Secretary-Treasurer

Local 665, Daly City
The Membership meeting will be held on the fourth Monday of the month at 8 p.m., at 6540 Mission Street, Daly City.
David E. Powell, Secretary-Treasurer

Local 853, Oakland
Second Thursday, at 8 p.m., at 8055 Collins Drive, Oakland.
NOTE: Due to the Delegates Election, the March general membership meeting will be cancelled.
Al Costa, Secretary-Treasurer

Local 856, San Francisco
The January membership meeting will be held on January 29, 1991, at 8 p.m. at Teamsters Local 853's hall, 8055 Collins Drive in Oakland.
Ben Leal, Secretary-Treasurer

Local 860, Daly City
Second Wednesday at 6 p.m., at War Memorial Community Center, 6655 Mission Street, Daly City.
John Becker, Secretary-Treasurer

Local 890, Salinas
Second Thursday, at 8 p.m. at 207 Sanborn Road, Salinas.
NOTE: The General membership meetings have been postponed until April.
Franklin L. Gallegos, President

Local 896, Oakland
Northern California Soft Drink and Beverage Distributors, Inc.
All meetings will be held on Saturdays at 10 a.m. at the offices of Local 896, 8400 Enterprise Way in Oakland.
January 26

Northern California Anheuser-Busch, Inc. Fairfield
All meetings will be held at the City of Suisun City, Community Recreation Center located at 586 Wigeon Way in Suisun. (Tuesday meetings will begin at 5 p.m. and Sunday meetings will begin at 9:30 a.m.)
January 22
Ken Mathison, Business Representative

Local 912, Watsonville
General Membership meetings are held as follows at 163 West Lake Avenue, Watsonville:

Heavy Duty Sales: Third Wednesday at 8 p.m.
Frozen Food & Cannery Apples: Fourth Tuesday at 8 p.m.
Sergio Lopez, Secretary-Treasurer

Local 921, San Francisco
General Membership Meetings—1991:

January 23	May 22	September 25
February 27	June 26	October 23
March 27	July 24	November 27
April 24	August 28	December 18

Meetings are at 1:00 p.m. and 8:30 p.m. in the Auditorium at 450 Harrison Street in San Francisco.
All meetings will be held on the fourth Wednesday of each month except for December.
Ben R. Papapietro, Jr., Secretary-Treasurer

Retiree Clubs

Local 85 Retiree Club "Hitchin' Post"
Weekly meeting and luncheon. Thursday, Noon-1:30 p.m. at the Pacific Rod and Gun Club, 520 John Muir Drive in San Francisco.
Elmer Lucy, President

Local 278 Retiree Club
Second Wednesday every three months at 12 noon at the Granada Cafe, 753 Mission Street in San Francisco.
The next meeting will be held on March 13.
Harry (Bud) Zetoony, President

Local 315 Retiree Club
Local 315 Retiree Club meets the third Tuesday of every month at 10 a.m. at Local 315's hall at 2727 Alhambra Avenue in Martinez.
Dick Fleming, President

Local 490 Retiree Club
Local 490 Retiree Club meets the second Wednesday of every month at 10 a.m. at Local 490's hall, 445 Nebraska Street in Vallejo.
John Donahue, President

Local 856 Retiree Club
All meetings start at 11 a.m. (1991 Schedule)
January 8—San Mateo
February 5—Local 588 (Pot Luck)
March 5—San Mateo
April 2—Local 588 (Pot Luck)
May 7—San Mateo
June 4—Local 588 (Pot Luck)
JULY AND AUGUST—Cancelled
September 3—Anniversary Party at Blue Dolphin
October 1—San Mateo
November 5—Local 588 (Pot Luck)
December 3—Christmas Party—TO BE ANNOUNCED
Teamsters Local 588's hall is located at 492 "C" Street in Hayward, and the Electrician's Local is located at 302 - 8th Street in San Mateo.
Madge Basuino, President

Central Coast Retiree Club
Last Thursday of each month at Local 890's office, 207 North Sanborn Road in Salinas.
Don Smith, President

East Bay Teamster Retirees
Monthly membership meetings are held on the third Wednesday, at 11 a.m., at Local 70's Auditorium at 70 Hegenberger Road in Oakland.
Tom Martino, President

North Coast Teamsters Retiree Club
Meet every third Thursday at Local 624's meeting hall, 1371 Neotomas Avenue in Santa Rosa at 1 p.m.
The January 17 meeting will be held at the Labor Center, 1710 Corby Avenue in Santa Rosa.
Don Blair, President

Sacramento Teamsters Retiree Association
Meets the last Wednesday of each month at 1 p.m. in the Labor Center, 2840 El Centro Road in Sacramento. Retirees of Joint Council 7 locals who are living in the Sacramento area are cordially invited to join and attend the meetings.
Bob Crandall, President

Teamsters Retiree Club of Santa Clara County
Monthly meeting is held on the third Thursday, 10:30 a.m.
Due to damage from the October, 1989 earthquake, until further notice, the monthly meeting will be held at the Italian Gardens restaurant, Almaden Expressway, San Jose.
Gilbert A. Garcia, President

Wine and Spirits Retiree Club
The next edition of the paper will contain the dates and times of the next quarterly meeting.
Art Royce, President

IN MEMORIAM

Joint Council 7 officers extend condolences to the families and friends of the following Teamster members who died recently:

BENEVIDEZ, Jim S., Local 70
CALONICA, Michael, Local 70
COMO, John, Local 70
JUMPER, Jerome J., Local 70
MARLEY, Fred G., Local 70
MARTIN, David W., Local 70
McKEON, Marcel R., Local 70
MENGELL, Edward A., Local 70
PIOLETTI, Donald J., Local 70
SMITH, Herbert L., Local 70
WHITE, Joe P., Local 70
ZASTOUPIL, Arden C., Local 70
BOUYEA, Bernard, Local 85
CORDO, Jack, Local 85
CROWLEY, Charles, Local 85
GARCIA, James, Local 85
GUGLIELMONE, Louis, Local 85
LEONARD, Harry, Local 85
MENGELL, Edward, Local 85
MORRIS, Emanuel, Local 85
VIOLA, Peter, Local 85
HOFFMAN, Walter, Local 226
AMSTUTZ, Walter, Local 296
REESE, Walter, Local 296
ADAMS, Leonard, Local 315
JOHNSON, Eric, Local 315
MORALES, Rafael, Local 315
PAVLUKEVICH, Paul, Local 315
STEWART, Paul, Local 350
CALFAS, Al, Local 484
CATSOULIS, Clifford, Local 484
CYR, Ed, Local 484
PIRIE, Leslie, Local 484
TREGLIA, Anthony, Local 484
ESCHELMAN, Ken, Local 490
LOGGINS, Eva, Local 588
PAKEDA, William, Local 588
KLUTZ, Frank, Local 624
RUTHERFORD, Howard, Local 624
SHEPHERD, William, Local 624
FONG, Raymond, Local 665
GARCIA, Rudolfo, Local 665
HENDERSON, Arthur L., Local 665
DE MARTINI, Doris D., Local 853
LUCAS, Manuel, Local 853
MONROE, David C., Local 853
NORRIS, James R., Local 853
BERTELLOTTI, Robert F., Local 856
NELSON, Elaine C., Local 856
ORDONEZ, Luis, Local 856
FOSTER, Fitzhugh, Local 860
CASILLAS, Mary, Local 890
OLMOS, Hipolito, Local 890
VELESQUEZ, Jose, Local 890
ADAMS, George, Local 896
MONDELLO, Vincent, Local 896
RAVIZZA, Ernest, Local 896
WAGNER, Joseph, Local 896
GALLEGOS, Michael, Local 912
KING, Barbara, Local 912

ELECTION NOTICES
(from Page 5)

(In-Person Voting)

LOCAL UNION NO. 278

Nomination Notice

Nominations of candidates for 2 delegates and 2 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida will be held on:

Date: February 4, 1991
Time: 8 p.m.
Location: Apostleship of the Sea, 399 Fremont St., San Francisco, CA

The expense of sending the delegates and one alternate delegate to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of January, 1991. Dues arrearages must be paid by close of business, February 4, 1991 at the Local's office at 150 Executive Park Blvd., San Francisco, CA.

Election Notice

Date: March 28, 1991
Time: 2 p.m. to 8 p.m.
Location: Local 278 Office, 150 Executive Park Blvd., Suite 4500, San Francisco, CA

To vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by close of business, March 28, 1991 at the Local's office at 150 Executive Park Blvd., San Francisco, CA.

For additional information, refer to the General Rules or contact:

Jack R. Bookter
Secretary-Treasurer
Local Union No. 278
150 Executive Park Blvd., Suite 4500
San Francisco, CA 94134-3392
Tele: 415-467-0450

The information regarding delegate elections for Local 287 set forth in the December issue was in error. Set forth below is the correct information regarding the election plan. This plan has been approved by Election Officer Michael Holland.

(In-Person Voting)

LOCAL UNION NO. 287

Nomination Notice

Nominations of candidates for 5 delegates and 5 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida will be held on:

Date: February 6, 1991
Time: 8 p.m.
Location: Labor Temple, 2102 Almaden Rd., San Jose, CA

The expense of sending the delegates to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of January, 1991. Dues arrearages must be paid by the close of business, February 6, 1991 at the Local's office at 1452 N. 4th St., San Jose, CA.

Election Notice

Date: March 26, 1991
Time: 7 a.m. to 8 p.m.
Location: 1452 N. 4th St., San Jose, CA and 213A 3rd St., San Juan Bautista

To vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by 8 p.m., March 26, 1991 at either voting site.

For additional information, refer to the General Rules or contact:

Mario Gullo
Secretary-Treasurer
Local Union No. 287
1452 N. 4th St.
San Jose, CA 95112
Tele: 408-453-0287

(Mail Ballot)

LOCAL UNION NO. 302

Nomination Notice

Nomination of candidates for 1 delegate and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: February 12, 1991
Time: 7 p.m.
Location: Local 302 Meeting Hall, 492 C St., Hayward, CA

The expense of sending the delegate to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of January, 1991. Dues arrearages must be paid by close of business, February 12, 1991 at the Local's office at 492 C St., Suite A, Hayward, CA.

Election Notice

Ballots will be mailed at least 16 days prior to the counting date. Any eligible member not receiving a ballot 10 days prior to the counting date should contact the Election Officer c/o the Regional Coordinator listed in the General Rules section.

To be eligible to vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by close of business, March 28, 1991 at the Local's office at 492 C St., Hayward, CA.

Only those ballots which are returned to the post office box designated on the return envelope will be counted. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot. Only those ballots returned to the post office box by noon on March 29, 1991 will be counted.

The ballots will be counted on March 29, 1991 at 12:30 p.m. at the Local's office at 492 C St., Hayward, CA.

For additional information, refer to the General Rules or contact:

Joseph DiPrisco
Secretary-Treasurer
Local Union No. 302
492 C St., Suite A
Hayward, CA 94541
Tele: 415-581-5806

(Mail Ballot)

LOCAL UNION NO. 315

Nomination Notice

Nomination of candidates for 3 delegate and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: January 23, 1991
Time: 8 p.m.
Location: Local Union Hall, 2727 Alhambra, Martinez, CA

The expense of sending the delegates to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by close of business, January 23, 1991 at the Local's office at 2727 Alhambra Ave., Martinez, CA.

Election Notice

Ballots will be mailed at least 16 days prior to the counting date. Any eligible member not receiving a ballot 10 days prior to the counting date should contact the Election Officer c/o the Regional Coordinator listed in the General Rules section.

To be eligible to vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by 5 p.m., March 15, 1991 at the Local's office at 2727 Alhambra Ave., Martinez, CA.

Only those ballots which are returned to the post office box designated on the return envelope will be counted. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot. Only those ballots returned to the post office box by noon on March 20, 1991 will be counted.

The ballots will be counted on March 20, 1991 at 12:15 p.m. at the Local's office at 2727 Alhambra Ave., Martinez, CA.

For additional information, refer to the General Rules or contact:

George Sveum
Secretary-Treasurer
Local Union No. 315
2727 Alhambra Ave.
Martinez, CA 94553
Tele: 415-228-2246

(Por Correo)

SINDICATO LOCAL NU. 315

NOTIFICACION ESPECIFICA DE NOMINACIONES Y DE ELECCION DE DELEGADOS Y DELEGADOS SUPLENTES A CONVENCION IBT

Notificación de Nominaciones

La nominación de candidatos para 3 delegados y 1 delegado suplente a la Convencion del International Brotherhood of Teamsters de 1991, que tomará lugar en Orlando, Florida, será el:

Fecha: January 23, 1991
Hora: 8 p.m.
Lugar: Local Union Hall, 2727 Alhambra Ave. Martinez, CA

Los gastos de mandar los delegados a la Convención de la IBT serán pagados por el Sindicato Local. Para tener derecho al voto, un miembro debe estar al día con sus pagos de las cuotas mensuales hasta el mes de December, 1990. Las cuotas mensuales que no han sido pagadas deben ser pagadas antes del January 23, 1991 en la sala del Sindicato Local, 2727 Alhambra Ave., Martinez, California.

Para información adicional relacionada con el proceso de la votación en persona, vea la explicación bajo las Reglas Generales arriba, que estan puestas en vigor todos los Locales que están conduciendo elecciones de delegados.

Notificación de Elección

La elección de 3 delegados y 1 delegado suplente para la Convención del International Brotherhood of Teamsters de 1991, que tomará lugar en Orlando, Florida, será conducida por medio de votación por correo.

Las boletas de votación seran enviadas por correo alrededor de March 4, 1991 a todos los miembros solventes, tanto en sus cuotas mensuales como en culaquier otra de sus obligaciones, desde esa fecha. Para tener derecho al votò, un miembro debe estar al día con sus pagos de las cuotas mensuales hasta el mes de February, 1991. Las cuotas mensuales que no han sido pagadas deben ser pagadas antes del 5 p.m., March 15, 1991 en la sala del Sindicato Local, 2727 Alhambra Ave., Martinez, California.

Solamente aquellas boletas de votación que hayan sido regresada al apartado de correo postal señalado en el sobre de remitente, tomarán parte en el escrutinio. Cualquier miembro con derecho al voto que no haya recibido una boleta de votación por correo dentro de los diez (10) dias anteriores al March 20, 1991 debe ponerse en contacto con el Funcionario de La Oficina de Elección, a cargo del Coordinador Regional, Mr. Don Twohey, 3231 Quandt Road, Lafayette, California 94549; tele: 415-283-1637. El metasellos postal o la fecha en que se debe enviar la boleta de votación, no se tomará en consideración para determinar el depósito a tiempo del voto. Solamente aquellas boletas de votación que esten efectivamente en el aprtado de correo postal antes de las doce (12:00) de medio dí, el March 20, 1991 serán tomadas en cuenta para el escrutinio de votos.

Las boletas de votación serán escrutinadas el 12:15 p.m., March 20, 1991 en la sala del Sindicato Local, 2727 Alhambra Ave., Martinez, California. El Funcionario Encargado de la Elección ejecutará, y supervisará todas las funciones relacionada con el proceso de elección mediate el envio de las boletas de votacion por correo.

Para información adicional relacionada con el proceso de la nominación o la elección, por favor póngase en contácto con:

George Sveum
Secretario-Tesorero
Sindicato Local 315
2727 Alhambra Ave.
Martinez, CA 94553
Tele: 415-228-2246

(In-Person Voting)

LOCAL UNION NO. 350

Nomination Notice

Nominations of candidates for 1 delegate and 3 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida will be held on:

Date: January 23, 1991
Time: 7 p.m.
Location: 55 Fillmore St., San Francisco, CA

The expense of sending the delegate and alternate delegates to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by close of business, January 23, 1991 at the Local's office at 185 Berry St., Suite 4801, San Francisco, CA.

Election Notice

Date: March 11, 1991
Time: 8 a.m. to 8 p.m.
Location: 185 Berry St., Suite 4801, San Francisco, CA or at 1452 N. 4th St., San Jose, CA

To vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by close of business, March 10, 1991 at the Local's office at 185 Berry St., Suite 4801, San Francisco, CA.

For additional information, refer to the General Rules or contact:

Robert Morales
Secretary-Treasurer
Local Union No. 350
185 Berry St., Suite 4801
San Francisco, CA 94107
Tele: 415-543-2554

(In-Person Voting)

LOCAL UNION NO. 432

Nomination Notice

Nominations of candidates for 1delegate and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida will be held on:

Date: January 22, 1991
Time: 7 p.m.
Location: 8055 Collins Drive, Oakland, CA

The expense of sending the delegate and alternate delegate to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by 4 p.m., January 22, 1991 at the Local's office at 8055 Collins Drive, Oakland, CA.

Election Notice

Date: March 26, 1991
Time: 8 a.m. to 8 p.m.
Location: 8055 Collins Drive, Oakland, CA

To vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by 8 p.m., March 26, 1991 at the Local's office at 8055 Collins Drive, Oakland, CA.

For additional information, refer to the General Rules or contact:

Robert R. Duncan
Secretary-Treasurer
Local Union No. 432
8055 Collins Drive
Oakland, CA 94621
Tele: 415-569-5666

ELECTION NOTICES, Page 8

ELECTION NOTICES
(from Page 7)

(In-Person Voting)

LOCAL UNION NO. 484

Nomination Notice

Nomination of candidates for 1 delegate and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: January 21, 1991
Time: 6:30 p.m.
Location: Local Union Hall, 4271 Mission St., San Francisco, CA

The expense of sending the delegate to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by close of business, January 21, 1991 at the Local's office at 4271 Mission St., San Francisco, CA.

Election Notice

Date: March 26, 1991
Time: 8 a.m. to 8 p.m.
Location: Apostleship of the Sea, 399 Fremont St., San Francisco, CA

To vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by noon, March 25, 1991 at the Local's office at 4271 Mission St., San Francisco, CA

For additional information, refer to the General Rules or contact:

Joseph Ault Jr.
Recording-Secretary
Local Union No. 484
4271 Mission St.
San Francisco, CA 94112
Tele: 415-333-2680

(Mail Ballot)

LOCAL UNION NO. 490

Nomination Notice

Nomination of candidates for 3 delegates and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: February 12, 1991
Time: 7 p.m.
Location: Local Union Hall, 445 Nebraska St., Vallejo, CA

The expense of sending the delegates to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of January, 1991. Dues arrearages must be paid by close of business, February 12, 1991 at the Local's office at 445 Nebraska St., Vallejo, CA.

Election Notice

Ballots will be mailed at least 16 days prior to the counting date. Any eligible member not receiving a ballot 10 days prior to the counting date should contact the Election Officer c/o the Regional Coordinator listed in the General Rules section.

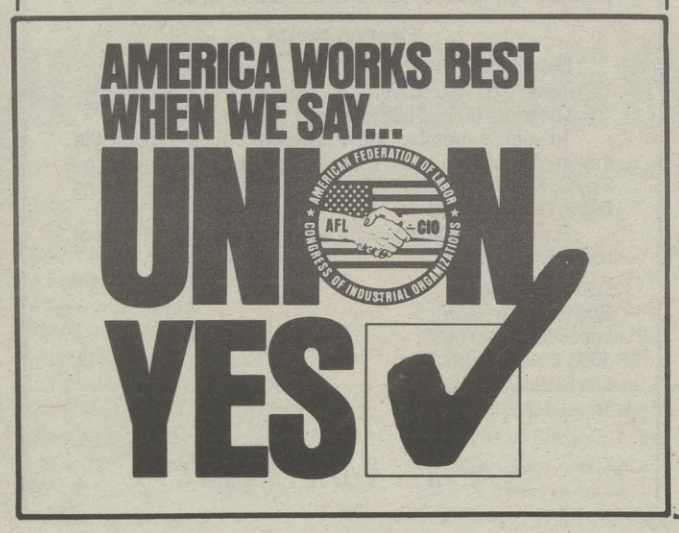
To be eligible to vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by close of business, March 27, 1991 at the Local's office at 445 Nebraska St., Vallejo, CA.

Only those ballots which are returned to the post office box designated on the return envelope will be counted. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot. Only those ballots returned to the post office box by noon on March 28, 1991 will be counted.

The ballots will be counted on March 28, 1991 at 12:30 p.m. at the Local's office at 445 Nebraska St., Vallejo, CA.

For additional information, refer to the General Rules or contact:

Casey Sawyer
Secretary-Treasurer
Local Union No. 490
445 Nebraska St.
Vallejo, CA 94590
Tele: 707-643-0387



(In-Person Voting)

LOCAL UNION NO. 576

Nomination Notice

Nominations of candidates for 1 delegate and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida will be held on:

Date: January 16, 1991
Time: 8 p.m.
Location: General Teamsters Meeting Hall, 1452 N. 4th St., San Jose, CA

The expense of sending the delegate and alternate delegate to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by 5 p.m., January 16, 1991 at the Local's office at 1510 Park Ave., San Jose, CA.

Election Notice

Date: March 13, 1991
Time: 8 a.m. to 8 p.m.
Location: General Teamsters Meeting Hall, Building B, 1452 N. 4th St., San Jose, CA

To vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by close of business, March 13, 1991 at the Local's office at 1510 Park Ave., San Jose, CA.

For additional information, refer to the General Rules or contact:

Louis D. Riga
Secretary-Treasurer
Local Union No. 576
1510 Park Ave., Suite 100
San Jose, CA 95126
Tele: 408-292-1110

(Mail Ballot)

LOCAL UNION NO. 588

Nomination Notice

Nomination of candidates for 3 delegates and 3 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: January 24, 1991
Time: 8 P.M.
Location: Local Union Hall, 492 C St., Hayward, CA

The expense of sending the delegates to the Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by close of business, January 24, 1991 at the Local's office at 492 C St., Hayward, CA.

Election Notice

Ballots will be mailed at least 16 days prior to the counting date. Any eligible member not receiving a ballot 10 days prior to the counting date should contact the Election Officer c/o the Regional Coordinator listed in the General Rules section.

To be eligible to vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by noon, March 20, 1991 at the Local's office at 492 C St., Hayward, CA.

Only those ballots which are returned to the post office box designated on the return envelope will be counted. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot. Only those ballots returned to the post office box by noon on March 21, 1991 will be counted.

The ballots will be counted on March 21, 1991 at 12:15 p.m. at the Local's office at 492 C St., Hayward, CA.

For additional information, refer to the General Rules or contact:

LeRoy Salido
Secretary-Treasurer
Local Union No. 588
492 C St.
Hayward, CA 94541
Tele: 415-889-6811

(Mail Ballot)

LOCAL UNION NO. 624

Nomination Notice

Nomination of candidates for 3 delegates and 3 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: January 24, 1991
Time: 8 p.m.
Location: Veteran's Building, 1351 Maple Ave., Santa Rosa, CA

The expense of sending the delegates to the Convention will be paid by the Local Union. However, all delegates must make their own arrangements with employers for time off to attend the convention. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by close of business, January 24, 1991 at the Local's office at 1371 Neotomas Ave., Santa Rosa, CA.

Election Notice

Ballots will be mailed at least 16 days prior to the counting date. Any eligible member not receiving a ballot 10 days prior to the counting date should contact the Election Officer c/o the Regional Coordinator listed in the General Rules section.

To be eligible to vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by close of business, March 27, 1991 at the Local's office at 1371 Neotomas Ave., Santa Rosa, CA.

Only those ballots which are returned to the post office box designated on the return envelope will be counted. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot. Only those ballots returned to the post office box by noon on March 28, 1991 will be counted.

The ballots will be counted on March 28, 1991 at 1 p.m. at the Local's office at 1371 Neotomas Ave., Santa Rosa, CA.

For additional information, refer to the General Rules or contact:

Brian Beaver
Secretary-Treasurer
Local Union No. 624
1371 Neotomas Ave.
Santa Rosa, CA 95405
Tele: 707-542-1292

(Por Correo)

SINDICATO LOCAL NU. 624

NOTIFICACION ESPECIFICA DE NOMINACIONES Y DE ELECCION DE DELEGADOS Y DELEGADOS SUPLENTES A CONVENCION IBT

Notificación De Nominaciones

La nominación de candidatos para 3 delegados y 3 delegados suplentes a la Convención del International Brotherhood of Teamsters de 1991, que tomará lugar en Orlando, Florida, será el

Fecha: January 24, 1991
Hora: 8 PM
Lugar: Veteran's Building, 1351 Maple Ave., Santa Rosa, CA

Los gastos de mandar los delegados a la Convención de la IBT serán pagados por el Sindicato Local. Todos los delegados tendrán la responsabilidad de hacer airegros para estar ausentes de su trabajio para atender la convención. Para tener derecho al voto, un miembro debe estar al día con sus pagos de las cuotas mensuales hasta el mes de December, 1990. Las cuotas mensuales que no han sido pagadas deben ser pagadas antes del cerrar de comercio, January 24, 1991 en la sala del Sindicato Local, 1371 Neotomas Ave., Santa Rosa, California.

Para información adicional relacionada con el proceso de la votación en persona, vea la explicación bajo las Reglas Generales arriba, que estan puestas en vigor todos los Locales que están conduciendo elecciones de delegados.

Notificación de Elección

La elección de 3 delegados y 3 delegados suplentes para la Convención del International Brotherhood of Teamsters de 1991, que tomará lugar en Orlando, Florida, será conducida por medio de votación por correo.

Las boletas de votación seran enviadas por correo alrededor de March 12, 1991 a todos los miembros solventes, tanto en sus cuotas mensuales como en culaquier otra de sus obligaciones, desde esa fecha. Para tener derecho al voto, un miembro debe estar al día con sus pagos de las cuotas mensuales hasta el mes de February, 1991. Las cuotas mensuales que no han sido pagadas deben ser pagadas antes del cerrar de comercio, March 27, 1991 en la sala del Sindicato Local, 1371 Neotomas Ave., Santa Rosa, California.

Solamente aquellas boletas de votación que hayan sido regresada al apartado de correo postal señalado en el sobre de remitente, tomarán parte en el escrutinio. Cualquier miembro con derecho al voto que no haya recibido una boleta de votación por correo dentro de los diez (10) dias anteriores al March 28, 1991 debe ponerse en contacto con el Funcionario de La Oficina de Elección, a cargo del Coordinador Regional, Mr. Don Twohey, 3231 Quandt Road, Lafayette, California 94549; tele: 415-283-1637. El metasellos postal o la fecha en que se debe enviar la boleta de votación, no se tomará en consideración para determinar el depósito a tiempo del voto. Solamente aquellas boletas de votación que esten efectivamente en el aprtado de correo postal antes de las doce (12:00) de medio dí, el March 28, 1991 serán tomadas en cuenta para el escrutinio de votos.

Las boletas de votación serán escrutinadas el 1 p.m., March 28, 1991 en la sala del Sindicato Local, 1371 Neotomas Ave., Santa Rosa, California. El Funcionario Encargado de la Elección ejecutará, y supervisará todas las funciones relacionada con el proceso de elección mediate el envio de las boletas de votacion por correo.

Para información adicional relacionada con el proceso de la nominación o la elección, por favor póngase en contácto con:

Brian Beaver
Secretario-Tesorero
Sindicato Local 624
1371 Neotomas Ave.
Santa Rosa, CA 95405
Tele: 707-542-1292

ELECTION NOTICES
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